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Voluntary Labor Arbitration

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THE PRESIDENT created the National War Labor Board by Executive Order on January 12 of this year to settle disputes between management and labor. One of the most significant statements in the Executive Order is that it "does not apply to labor disputes for which procedures for adjustment or settlement are otherwise provided, until those procedures have been exhausted." Thus, if the parties to a collective bargaining agreement provide for voluntary arbitration, they are assured that they may settle their differences without intervention by the government.

The new legislation freezing wages and prices does not, in itself, affect this situation except insofar as it limits the right of parties either by agreement or by arbitration to pay wages in excess of the regulations promulgated by the national authority.

What procedures do parties follow in the democratic methods of settling disputes?

They are: mediation, conciliation, and voluntary arbitration. These processes are so frequently linked together in the public press and confused in the public mind that it will be well to pause for a moment and consider the differences between the three. There is little difference between conciliation and mediation. Conciliation is the act of a third party bringing together the two parties in dispute for a negotiation for settlement of that dispute. Mediation, on the other hand, is the process whereby the third party not only brings the two parties together, but actively participates in the negotiation, generally consulting with each of the parties separately and, by persuasion, effecting a compromise acceptable to both.

Arbitration, however, is a judicial process. The arbitrator is a judge. The parties are required to submit evidence and each is permitted to cross-examine the

evidence of the other. Upon the evidence submitted, the arbitrator makes his award, which, by prior agreement of the parties, is final and binding upon them.

How can one be assured of arbitration in the settlement of a labor controversy?

The method generally used by labor and management to assure themselves of this right of self-determination is to incorporate an arbitration clause in the collective bargaining agreement as the final step in the grievance machinery specified in the agreement. To those charged with the responsibility of setting up grievance machinery in collective bargaining agreements, one particular warning is advisable: Do not depend merely upon such a provision as: "We agree to arbitrate all disputes," because when the dispute arises and conciliation and mediation have failed, the parties will almost invariably find it difficult to agree upon the arbitrator or upon the procedure to be followed in bringing the matter to settlement through arbitration.

The agreement should provide a very definite procedure. A collective bargaining agreement, however, is not the place in which to set forth at length the procedure to be followed in the arbitration. That instrument is primarily intended to embody the agreement of the parties concerning wages, hours, conditions of work, questions of seniority and other matters comprising the relations between the union and management. The remedy, or rather the safeguard, is to provide that the arbitration shall be conducted under some established rules, devised by experts and tested by time and experience, and thus be assured that an orderly procedure will be followed.

There must be rules to the game. No one would for a moment consider playing football, baseball, or any

other game without knowing the rules. Nor are the rules adopted in the middle of the game. Perhaps the greatest contribution to arbitration made by the American Arbitration Association, in the seventeen years of its existence, is the establishment of standards of procedure for the guidance of parties seeking arbitration for the determination of their disputes.

What are these rules and how do they operate?

Arbitration is initiated by either party notifying the other, in writing, of its desire to invoke the arbitration clause and refer their unsettled dispute to arbitration. This notice, of course, must contain a statement of the matter which is to be submitted to arbitration. A copy of this letter, together with a copy of the arbitration agreement, is then filed with the Arbitration Tribunal of the American Arbitration Association. The notice to the other party may be a simple one. For example, if management is initiating the arbitration, it may send a letter stating: "As we have been unable to agree upon a settlement of your claim that the company has violated the seniority provisions of the contract in the recent lay-off of five employees, (or such other problem as has arisen between the parties), we request that in accordance with clause — of our collective bargaining agreement this matter be submitted to arbitration. We are sending a copy of this letter to the American Arbitration Association and asking that its rules be put into effect immediately."

When this letter is filed with the Association, together with a copy of the arbitration agreement or the entire collective bargaining agreement, the rules are put into effect and the proceeding then goes forward in an orderly manner, as described in the rules. Within twenty-four or forty-eight hours after the filing of this letter, the Association submits to both parties a list of arbitrators selected from its panels. This list may contain ten, twelve, or twenty-five names, depending upon the nature of the controversy and the number of arbitrators required to hear and determine it. The parties are allowed seven days to check and return this list. The arbitrators suggested in any list submitted to the parties are selected from the panels after full consideration of the nature of the controversy to be decided. The parties, however, are at liberty to cross from this list the names of any persons objected to and without giving any reasons therefor. This is a preservation of the Anglo-Saxon method of trial by jury and the right to challenge jurors. It is a preservation of the voluntary process.

If the parties have eliminated so many names from the first list submitted that no agreement can be reached upon an arbitrator, by agreement a second or even a third list may be submitted. If, however, there is any evidence of a desire to delay the proceedings by refusing to agree upon arbitrators, or if speed is es-

sential, the Association may, to avoid a deadlock, designate the arbitrator.

It is our experience that this method of selecting arbitrators generally brings about a voluntary agreement by both parties on the arbitrator. It is also our experience that if the parties were to be brought together in the same room to check the same list, no agreement would be reached, for every suggestion or selection of one party would be viewed with suspicion by the other.

How are industrial panels established?

Before going further into the procedure under the rules, it may be of interest to describe the national panel of arbitrators established by the American Arbitration Association in some sixteen hundred communities throughout the United States and available for service in arbitration in their respective communities. The Association, with the aid and cooperation of management and labor, Chambers of Commerce, manufacturers' associations, union officials, trade and civic organizations, has assembled a group of people who might be called "peace officers"—volunteers who have agreed to serve in the settlement of disputes if selected by the parties in controversy or by the Association. These men have been checked and rechecked by the Association and other agencies to remove any doubt of their fitness to serve in such a capacity. The Industrial Panel of the American Arbitration Association is separate and distinct from its Commercial Panel, Accident Claims Panel, and Inter-American Panel.

Perhaps a description of what we call our "Cleveland plan" might be of interest. There was some comment that the panel in Cleveland was not truly representative of the mutual interests of management and labor. The panel was then submitted to the labor unions of the city and they were asked to check it and to suggest any additional names from the Cleveland area that should be considered for membership on the panel. The panel simultaneously was sent to the management organizations of Cleveland, the Chamber of Commerce and others, with a similar request. Based upon the information and suggestions received from both management and labor, the panel was rechecked, increased in size, and established as the panel for the Cleveland area. A similar plan is being carried out in other cities.

How is an arbitration hearing conducted?

When the arbitrator has been selected, the parties are consulted as to a date of hearing. The time is fixed to meet the convenience of both parties and arbitrators. Note the difference in arbitration from court procedure. You are not summoned to appear at 10 o'clock in the morning of the day your biggest customer is in town. You have a choice in picking the time which will be most convenient to appear, and in the present emergency that is highly important. The

time for many hearings in recent months, for example, has been fixed late in the day in order to avoid the absence from the plant of important, responsible officials during the production period. When the hearing date is fixed, it is most important that the parties thoroughly prepare their case. Much time will be saved, both by the parties and the arbitrator, if thorough preparation is made, and all necessary data assembled and made ready for examination by the arbitrator. Under the rules of the Association, the parties may be represented by attorneys, but whether or not they are so represented is entirely optional with the parties, in accordance with the voluntary method of arbitration.

On the day of the hearing, the usual order of procedure is for the complaining party first to present its evidence and be subject to examination by the other party. Then the defending party submits its evidence and is likewise subject to examination. The arbitrator, of course, is permitted to interrupt the proceedings at any time to ask questions and to obtain information. It is significant that a new spirit enters into the proceedings at this point. Previously, each party has endeavored to convince the other party of the correctness of its position in the controversy. Now, for the first time, the parties are required to listen carefully and without interruption to the other party's presentation of facts and evidence, and the presentation is made to a third person and must, therefore, be real evidence of the facts of the matter, and not argument alone. This orderly presentation of facts and argument in the presence of this disinterested, impartial person frequently brings to each side the first realization of the real facts underlying the controversy and a clarification of the other party's position and at times has resulted in a settlement of the controversy without awaiting the arbitrator's decision.

It may be well to note here that if the parties fail to agree upon a time for the hearing, the arbitrator has the power under the rules to fix the time and give the parties five days' notice thereof, and they are required to appear upon such notice.

When the parties have completed the presentation of their evidence, it is sometimes necessary for the arbitrator to obtain additional information. He is permitted to obtain this information, however, only after notice to both parties of his intention to do so, so that they may have full knowledge of the information which he obtains and an opportunity to examine it before it is used by the arbitrator in the making of an award. Under some state arbitration laws the arbitrator is given the right to subpoena witnesses and records, either at his own volition or upon the request of either party.

In the course of the proceedings, the parties sometimes file briefs, either at the arbitrator's suggestion or

upon their own request. When this is done the real meaning of the word "brief" should be observed and the parties should file short, concise statements rather than lengthy briefs.

The Arbitration award

Under the rules the arbitrator is permitted thirty days after the close of the hearing or the filing of briefs in which to make his award. In labor arbitrations, arbitrators frequently accompany their decisions with an opinion, as it is believed a discussion of the problem and the ruling thereon may be helpful in the promotion of better understanding and peaceful labor relations.

Under some state arbitration laws the award of the arbitrator may, if necessary, be entered as a judgment of the appropriate court. Under those laws an award may also be set aside if it is proven that the arbitrator has been guilty of bias, misconduct, or has exceeded the authority conferred upon him by the parties. There is no review of the merits of the controversy, but solely a review of whether or not the parties have had a fair and impartial hearing and the arbitrator has stayed within the limits of the matters submitted to him by the parties. It has been the experience of the American Arbitration Association, however, that awards are carried out by both parties without any recourse to court procedure. Having had a fair hearing and an award by a disinterested, impartial person, both union and management, regardless of the verdict, are quick to accept it and carry out its requirements.

What may be arbitrated?

Any grievance that labor and management agree to submit that is not exempted by law or government regulations may be arbitrated. Many contracts contain very limited arbitration agreements, and experience has shown that such contracts more frequently result in deadlock and trouble than those containing wider provisions for arbitration. It is rather interesting to note that a legislative inquiry in New York State, following the first year of operation of the State Mediation Board, resulted in a recommendation to the Legislature that the scope of the arbitration law be enlarged so as to increase the matters that might be submitted to arbitration. It had previously been held by the highest court in the State that the parties might not submit to arbitration the renewal of a collective bargaining agreement and its terms. Under the new law such matter may be submitted to arbitration.

The arbitrator and arbitration agreements

Arbitration agreements sometimes provide that each party shall name an arbitrator. In effect, this means that each side shall appoint, not an arbitrator, but an advocate, and the third arbitrator then mutually

agreed upon has a most difficult task, for he must listen to and weigh the evidence and at the same time keep in mind the fact that his so-called colleagues are not really judges but representatives of the parties, each advocating the cause of the party by whom he was named. If the nature of the question is such that the parties believe three arbitrators should be appointed, all three should be appointed by mutual agreement and be absolutely impartial and have no relation to either party to the controversy.

The tendency today, however, appears to be to provide for the appointment of one impartial arbitrator, which is a most healthy sign in the progress of arbitration in labor controversies. It is also interesting to note that one trade union in this country has provided in its contracts with management that if the controversy is one concerning what might be termed a management engineering problem, the arbitrator must be a qualified engineer. These problems are time-study and work-assignment questions and the Association has been called upon a number of times recently to select a specially qualified member of its panel to hear and determine such matters.

Procedure without arbitration clause in collective bargaining agreement

In the haste of making collective bargaining agreements, and the necessity for including the many provisions establishing the relationship of labor and management, there are times when the arbitration provision is overlooked. This does not mean, however, that the parties must forego arbitration. When a dispute arises under such an agreement, arbitration may still be had if the parties will then sign a simple agreement to submit the matter to arbitration. It need not be pointed out, however, that that is not the best time to arrive at an arbitration agreement, for in the heat and acrimony which a dispute frequently engenders, it is difficult to bring the parties together and secure their joint consent to submit their controversy to impartial determination.

If an agreement to arbitrate is made after the dispute arises, the same procedure will be followed as described for an agreement contained in a collective bargaining contract.

There are many types of clauses that may be used in collective bargaining agreements, some limiting the matters to be submitted and others providing for definite steps in the operation of grievance machinery, with time limits controlling each step. The American Arbitration Association has published a pamphlet giving seven clauses currently used in collective bargaining agreements. It may be obtained from the

Association. The text of these clauses and a discussion of the purposes for which each is inserted into labor agreements will be developed in the November issue of *The Management Record*.

Governmental limitations

Perhaps one of the outstanding questions in labor relations today is the limitation that may be placed upon arbitrators and arbitration agreements by recent Congressional legislation and Presidential orders. It is still too early to make any definite statement in this regard, but since an arbitration agreement is a contract between the parties, and as we have seen our commercial contracts limited by Congressional legislation and Presidential order, so we may expect that arbitration provisions in collective bargaining agreements will be likewise limited in their scope. It may be, for example, that any award increasing wages made by arbitrators through an agreement of the parties will be subject to review by the National War Labor Board. It would certainly appear that a wage-freezing law will be controlling upon the acts of either of the parties, or of an arbitrator in granting wage increases.

In any event, however, there are many disputes that are not affected by this legislation, the prompt settlement of which will aid materially in the promotion of good labor relations and possibly the elimination of any necessity of going to the National War Labor Board or any other such agency. We are engaged in a war to preserve democracy. At the moment, every governmental agency has on its hands a tremendous task of performing some vital function in our country's war effort and in the mobilization of men and munitions and resources necessary to winning the war. Any problem affecting labor relations that can be settled by the parties themselves, without burdening an already overworked and harassed War Labor Board, should be so adjusted as a patriotic gesture. And every dispute settled by management and labor through their own procedures, jointly established, will help to preserve self-regulation and voluntary processes.

The President has left open the door to self-regulation and has advised management and labor that they may settle their disputes by voluntary agreement and arbitration. At the same time, he has warned both groups that in the event they fail to do so within a reasonable time, the government will intervene. We have seen this in operation. If we do not want it extended, then we should provide in all collective bargaining agreements for the arbitration of all disputes. Voluntary arbitration is the democratic process and the American way.

Plant Medical Work in Wartime

INDUSTRIAL medical departments have a particularly important part to play in this war. The need to increase production and to sustain the vitality of employees is constantly being stressed. Industry's responsibility for assigning prospective employees to positions for which they are fitted has replaced the former function of eliminating persons with physical defects. The job is a big one. It calls for a knowledge of the fatigue, muscular agility, and physical endurance involved in every job in a company's many operations. The results of each physical examination must be so accurate that the examinee will be placed in a position which will enable him to function at his best. Only in this way are industries going to meet the increasing demands placed upon them during this year and next.

FUNCTION AND ORGANIZATION

One doctor and one nurse for each thousand workers is generally adequate personnel for an industrial medical department. In actual application, however, this ratio varies in relation to the hazards of a company's operations and the extent to which the management has developed a physical examination program. An average department consists of one doctor and two nurses per 1,500 workers. Although the ratio between doctors and employees varies in different companies from one doctor for each thousand workers to one doctor for each three thousand, the ratio between nurses and employees remains more or less constant at one nurse for each 750 employees.

The functions of a medical department may be expanded to include more than precautionary measures for employees, and, in some instances, physical examinations and medical treatment for dependents of employees. This service may become increasingly important as more and more private practitioners are absorbed by the armed forces. However, although there seems to be no limit to the services of industrial medical departments, the minimum requirements may be said to include:

1. Pre-employment physical examinations and physical classification of examinees.
2. Suggestion of corrective measures for defects found in the pre-employment examination.
3. Periodic physical check-up, especially for those working in jobs involving occupational diseases, those who handle food, older employees and those to whom corrective measures were suggested at the time of the pre-employment examinations.
4. Diagnosis of illness, first aid, determination of the authenticity of reasons given by employees for absence.

5. Assistance to employees wishing dental or medical care or hospitalization.

6. Supervision of hospitalization plans and other plans for medical service.

7. Diagnosis and control of occupational diseases.

8. Inspection of facilities relating to employee health, such as rest rooms, lunch rooms, food dispensers and drinking fountains.

9. Provision and compilation of reports of illness, accidents and absenteeism which may serve as case histories. Furnishing case histories to outside doctors or hospitals to whom employees may go for help. Testifying in compensation or legal cases.

10. Furnishing health education to employees.

The qualifications of an industrial physician are in keeping with the duties he performs. Like any other physician, he is placed in a position of trust and his effectiveness depends largely upon his ability to inspire the confidence of the workers and his determination not to divulge anything told him in trust. He must be allowed to keep confidential records which may be consulted only by members of the medical department.

PROCEDURE FOR SMALL PLANTS

Plants employing less than two hundred persons are not in a position to provide a nurse or a part-time physician. In such instances, adequate medical care may be obtained from local hospitals, clinics or dispensaries or by cooperating with other near-by industries in establishing a central medical department. The expense incurred by a community medical department of this nature may be divided equally between affiliated companies or apportioned on a basis of services rendered. An alternative plan is to arrange with some local physician to examine and treat employees. Taxicabs adequately and most economically fulfil the requirements of transportation when ill or injured employees are sent to any outside hospital, clinic or doctor for treatment.

Employers who feel the need for some on-the-job medical attendant usually employ a nurse when the plant is too small to afford a doctor. Care is exercised to select a nurse of good professional qualifications and with sufficient clerical ability.

In both large and small plants, the qualifications of an industrial nurse should include:

1. Graduation from a professionally recognized training school.
2. Special training or experience in public health nursing.
3. Ability to keep neat and accurate records.

4. Good health.
5. Attractive appearance.
6. Sympathetic disposition; ability and wish to act as a confidant of employees in their medical problems.
7. Awareness and interest in working conditions and occupational safety and disease hazards.

PERSONNEL AND SALARIES

There are three main classifications of company physicians: medical directors, assistants and consultants. All or any of these physicians may be hired on a part-time basis. Doctors and their assistants almost invariably are in attendance during the day and are on twenty-four-hour call in case of need. Consultants are usually at the plant either mornings or afternoons and sometimes only one morning or afternoon each week. The medical treatment of employees working on each night shift is supervised by one or more nurses, the number varying in relation to the number of employees working. The medical departments of some large companies include male first-aid attendants who help the nurse or nurses on duty. Injuries which call for more than bandage treatment are either hospitalized or held in the department while the company physician is called.

Salaries paid to industrial physicians will necessarily vary widely. The figures below indicate the range in salaries in twelve companies.

SALARIES
Dollars Per Annum

	Medical Directors	Assistants	Consultants	Specialized Nurses	Nurses
High.....	8,500	6,000	4,250	2,520	2,280
Low.....	3,600	2,700	2,500	1,920	1,300
Average.....	6,980	4,400	3,150	2,190	1,750

Fees for consultants will also vary widely, but are frequently based on the rates set up by various states for treatment of accident compensation cases. Similarly, the salaries paid to nurses in various local health institutions may serve as the basis for salaries paid to industrial nurses, consideration being given to their specialization.

A large staff of doctors does not necessarily mean that all will be on a full-time basis. Indeed, it is sometimes impossible to persuade a doctor to drop his private practice entirely. One large company, for example, employs fifteen doctors, only one of whom works full time. The other doctors work for a specified number of hours, either morning or afternoon. The medical department of another company consists of three doctors, of whom one, the director, has company office hours from 9 to 10 a. m. daily. The second doctor spends eight hours a week with the company and the third is on full time.

SUPERVISION

Although the director of the medical department may be on a part-time basis, he is in complete charge of this department and is, at all times, responsible for the activities of all other members of his staff. He, and not an assistant, is responsible for matters of budget, costs or equipment.

To eliminate all possible confusion it is becoming the practice for companies to outline the duties and responsibilities of the medical department and allow the medical director complete charge of delegating authority within his own department. This system enables the personnel department and all operating or manufacturing departments to know what assistance they may expect from the medical department.

LOCATION AND EQUIPMENT

When possible it is desirable that the medical department be centrally located for easy access from all parts of the plant and, at the same time, convenient to the personnel department to facilitate handling pre-employment examinations.

Three elements should be considered in determining the equipment needed. The first, of course, is the scope of activities to be undertaken by the department. The size of the plant and the department has a great deal to do with the equipment it needs as well as the activities it undertakes. A most important consideration is the distance of the plant from local hospitals and the availability of ambulances.

Consistent with this last consideration, the hospitals maintained by isolated plants, railroads and mines are usually excellent. In these hospitals, much of the so-called "extended service" is undertaken, involving care of dependants of employees, dental service, and curative as well as preventive medicine. Maintenance of bed hospitals is expensive, however, and it is not unusual to find an investment in buildings, ground, and equipment averaging \$8,000 a bed. Translated in terms of daily cost per patient, it is about \$2.50 when the hospital is 75% occupied, and is naturally higher with lower occupancy and lower as the rate of occupancy increases.

The expense of operating a medical department must be looked upon in the same manner as the budget of the personnel department or of any other non-producing department. Like pensions and vacations, although the effects of good medical supervision are felt throughout the organization, few of the benefits of a medical department are measurable in terms of dollars and cents.

KING MACRURY
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Executive Order on Overtime Compensation

EXECUTIVE ORDER 9240, "Regulations Relating to Overtime Wage Compensation," issued by President Roosevelt on September 9, establishes the basic principles upon which compensation for work performed on Saturdays, Sundays and holidays is to be based for the duration of the war. This ruling became effective October 1 and applies to all work related to the prosecution of the war except where the Secretary of Labor rules otherwise.

Section III declares that "every employee should have at least one day of rest in every seven consecutive days" and Section I A (1) establishes the following conditions if this principle is not observed:

Where because of emergency conditions an employee is required to work seven consecutive days in any regularly scheduled work week a premium wage of double-time compensation shall be paid for work on the seventh day.

WORK PERFORMED ON SUNDAY

The opening paragraph of Section I A provides that no premium shall be paid for work performed on Sunday unless that day constitutes the seventh consecutive day of an employee's regularly scheduled work week. Double-time requirements in employment contracts for Sunday work are waived by this section of the order. This is emphasized by Section II, which states:

All Federal departments and agencies shall conform the provisions in all existing and future contracts negotiated, executed or supervised by them to the policies of this Order. All such departments and agencies shall immediately open negotiations to alter provisions in existing contracts to conform them to the requirements of this Order.

WORK PERFORMED ON SATURDAY

Some employment contracts provide double-time compensation for work performed on Saturday. Section I A waives such provisions by the statement that "no premium wage shall be paid . . . for work on Saturday . . . except where such work is performed . . . on the sixth . . . day worked . . ." Where Saturday constitutes the sixth consecutive day of work, the payment of overtime compensation is governed by Section I A (2), as follows:

Where required by . . . employment contracts, not more than time and one-half wage compensation shall be paid . . . for work performed on the sixth day worked in any regularly scheduled work week.

The Saturday ruling does not affect employers who have not been paying special overtime premiums for work performed on Saturday. It simply limits Saturday premiums to time and one-half where it has been higher

and waives it in case Saturday does not constitute the sixth day worked.

The question of what constitutes the sixth consecutive day of work is likely to arise in some cases, particularly where, through no fault of his own, an employee has not worked on one of the previous work days in the work week although ready and willing to do so. The Secretary of Labor's interpretation issued on September 25 refers to this situation as follows:

The answer depends upon the circumstances of each case and is generally to be solved in accordance with the custom, practice or agreement in the industry or plant . . . where the employee absents himself for reasons of personal convenience the day is not included in the computation.

WORK PERFORMED ON A HOLIDAY

About 90%¹ of industrial wage earners in the United States are paid on an hourly basis; that is, they are paid for time spent in an employer's service and are not ordinarily paid for time off for holidays, illness or other reasons. In peacetime, it is only on rare occasions that production workers are asked to work on a holiday, but during the present emergency most war industries are working around-the-clock and on most holidays. Under these circumstances, a formal compensation policy relating to holiday work is desirable. Section I B of Order 9240 provides a uniform policy for work relating to the war effort declaring that:

. . . time and one-half wage compensation shall be paid for work performed on any of the following (6) holidays only: New Year's Day, Fourth of July, Labor Day, Thanksgiving Day, Christmas Day, Memorial Day.²

Double-time requirements in employment contracts relating to work performed on any of these six holidays are automatically waived by Section I B unless ruled otherwise by the Secretary of Labor. Moreover, extra compensation for holidays other than the ones specified in this Order is similarly waived. Of course, in the case where one of the specified holidays constitutes a seventh consecutive day of work, double time would be paid.

Cases may arise where a given plant is closed down on one of the above-named holidays and in such cases the question arises whether the holiday then should be counted as a work day in deciding what day constitutes the seventh work day. The Secretary of Labor has interpreted this point as follows:

Since it is the purpose of the Order to give recognition to the enumerated days as holidays they should be

¹Studies in Personnel Policy, No. 23, "Personnel Practices in Factory and Office," Tables 2, 4.

²Another holiday of greater local importance may be substituted for Memorial Day.

counted as days worked for the purpose of computation of the seventh and sixth days of work—whether or not work is actually performed and whether or not compensation is paid for the holiday if no work is performed.

The Secretary has interpreted the question of which rule prevails where a holiday constitutes the seventh work day as follows:

Where particular work is subject to different premium rates, under separate paragraph of the Order . . . the Order does not require that the several premium rates be pyramided, but does require that the highest single rate be paid.

COVERAGE

The statement in Section I of the order that the "regulations shall apply . . . on all work relating to the prosecution of the war" is subject to interpretation by the Secretary of Labor. The interpretation issued on September 25 contains this statement:

The Order . . . includes all work performed by Prime Contractors on Government war contracts, by their sub-contractors, and those who make the materials and supplies necessary for the performance of such contracts and subcontracts. If the employer is engaged both in war work and in work unrelated to the prosecution of the war the Order would apply in the absence of segregation.

The Secretary's interpretation also refers to the question of which classes of employees in a covered industry or plant are within the terms of the order:

The Order would not apply . . . to executives or supervisory employees whose compensation is not customarily . . . based upon the number of hours worked in any day or the number of days worked in any work week. On the other hand, the Order would apply to production, maintenance and office employees whose compensation is usually related to the number of hours and days worked.

Executive Order 9248 was issued by the President on September 17 as an amendment to the original Order. It reads in part as follows:

In any industry or occupation in which the Secretary finds that a wage stabilization agreement . . . is operating satisfactorily . . . (or) that the nature and exigencies of operations make such action necessary . . . for the successful prosecution of the war, the Secretary may determine that any or all of the provisions of this Order shall not apply to such industry or occupation or to any classes of employees therein.

On September 30 an Executive Order was issued by the President to the effect that the original order does not apply to the wage stabilization agreement of the Building and Construction Trades industry engaged on war construction work.

On the same date, the President issued a staying order for a period of sixty days for the shipbuilding and ship repair industry which is subject to the zone standards agreements for that industry and to the Pacific Coast repair agreements.

E. S. HORNING
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Selective Service Administration

OCCUPATIONAL DEFERMENT FOR EMPLOYEES IN CLASS III

SELECTIVE Service Headquarters in Washington has issued a simplified and revised Form 42-A for the use of industrial employers in making claims for deferment on the ground that a registrant is a necessary man. To date the available supply of these forms appears to be limited, but they should soon be generally accessible. This form is reproduced on page 313.

National Headquarters is advising employers to use these forms in connection with key men regardless of whether or not these registrants have been deferred for other reasons. The filing of the information required by the forms is particularly advisable in connection with a necessary man who has been deferred for dependency in Class III-A or Class III-B because it would help to prevent the possibility of his induction, when these categories are being considered for military service, without the employer having had opportunity to present evidence of the man's necessity to him. Furthermore, the filing of application for deferment of an employee gives the employer a right to appeal a change in the employee's classification.

National Headquarters reports that a few cases have been brought to its attention indicating that some employers had filed misleading information in order to obtain deferment of employees. It points out that wilful submitting of false information in such cases is a violation of the Selective Training and Service Act of 1940 as amended.

RECENT OCCUPATIONAL BULLETINS

Since the last list of Occupational Bulletins reported in *The Management Record*, the following additional bulletins have been issued:

- No. 16—Smelting, refining and rolling of metals activity
- No. 17—Air ferry pilots
- No. 18—Agricultural activity
- No. 19—Forestry, logging and lumbering activity
- No. 20—Food processing
- No. 21—Transportation service activity

SELECTIVE SERVICE SYSTEM

AFFIDAVIT—OCCUPATIONAL CLASSIFICATION (Industrial)
(Affidavit—Occupational Classification (General). Form 42, is provided for use in activities where the items on this form are not applicable)

Name of registrant _____

Selective Service Order No. _____ Age _____

Local Board _____ (Number) _____ (County) _____ (City) _____ (State) _____

Title of present job _____

State whether journeyman, apprentice, helper, certificated, licensed, professional engineer, etc.: _____

Describe duties actually performed _____
(Be specific—include name of machine or machine tool, process, materials, etc.) _____

Date employed _____ Date entered present job _____

Average weekly rate of pay, \$ _____ Average hours worked per week _____

Prior work experience _____

Educational background _____
(Fill out if necessary to establish employee's qualifications for a particular job)

How long will it take you to replace this employee? _____

What specific steps have you taken to secure or train a replacement for this registrant? _____

D. B. Form 42A
(Rev. 1-15-47)

[over]

AFFIDAVIT—OCCUPATIONAL CLASSIFICATION (Industrial)—Continued.

Name of company _____
(Corporation, partnership, individual—if self-employed, so state)

Address of company _____
(Location of plant, office, or division where registrant is employed)

Description of the activities of this company _____

State specifically what proportion of your products currently produced are:
(a) for use in the war effort _____
(b) for civilian use _____

Is expansion or further conversion contemplated in war production? _____

Number employees _____ Number additional needed in next 6 months _____
Explain _____

Is a replacement training program in operation? _____ Contemplated? _____
Explain _____

This form was completed at the plant or office of the company located at _____

and all correspondence relative to this affidavit should be so addressed.

I, _____, do solemnly swear (or affirm)
that I am _____ of the above-named company, and that the foregoing statements are true to the best of my knowledge and belief.
(Official position)

Subscribed and sworn to before me this _____ day of _____, 19____
(Signature)

(Signature of official administering oath)

(Official designation of official administering oath)

INSTRUCTIONS: This form is to be filled out by an employer or other person who has knowledge of the registrant's eligibility for Class II (deferment as necessary man in his civilian occupation or activity). If the registrant is deferred, the employer or other person must notify the Local Board promptly of any change in the registrant's job status, or if his employment is terminated.

U. S. GOVERNMENT PRINTING OFFICE : 1942—O-48348

Comments on Management Problems

A POLL OF THE VIEWS OF EXECUTIVES OF REPRESENTATIVE COMPANIES ON MATTERS OF TIMELY INTEREST

POINT 1. A War Labor Board decision states: "When women take the places of men and fully perform all the tasks previously performed by men, they shall be paid the same wages as the men they replace." Are women usually able to "fully perform all the tasks previously performed by men"? If not—if men must still perform the heavier parts of the job—how is the woman's wage differential computed?

Apparently it is the general practice, when there is no question that a woman is performing the same task as the man she replaced, to pay her the same rate. When for one reason or another she is not performing the same job either the job is reanalyzed and re-evaluated, resulting in the establishment of a new rate for the changed job, or the differential from the former rate is determined by negotiation. In many plants this problem has not developed either because no women have been employed on men's jobs or because they are not employed on the type of job requiring high skill or physical strength. Several quotations are given below to indicate how different companies are handling this problem:

Relatively few jobs in this company involve work which is too heavy for women to perform. When a job does require the strength of a man because of heavy lifting, or a man's endurance because of protracted effort, women are not employed. There has been no difficulty in this company in applying the principle of equal pay for equal work for men and women. It should be noted, however, that where the element of skill and experience is involved, our job classification system allows considerable flexibility. This is due to the existence of three grades, A, B, and C in most jobs, and a series of interlocking rate ranges for jobs ranging from low to high skills.

Thus far we have replaced men with women in only a few instances. In these cases the women have not been able to fully perform all the tasks previously performed by men, so we have adopted new job titles which incorporate only the duties that women are capable of doing and have evaluated the jobs on the basis of the tasks being performed by women and the skill required to perform them.

In our business women are not able to perform all of the tasks previously performed by men, but, for the light work that they are able to do, where men were employed before, they are usually more efficient and much more satisfactory, and we have decided that we will not limit their earnings because they are women. In other words, in the class of work they do for us, if they do it well and

satisfactorily, they will be paid the same as men are paid, although in the past it has been customary not to recognize this to a great extent.

This corporation has decided that where women fully replace men they shall be paid the same wages as men if they render the same quality, quantity and type of service. In the few instances in which we have had occasion to employ women on jobs usually performed by men, it has been our experience that they do not fully perform all the tasks previously performed by men and even if they do fulfil all such tasks their hours of work are limited by state law. It has been our practice to determine the wage differentials that should exist by a job evaluation of the job in question which will give due recognition to the differentials and the actual work performed.

We have employed quite a few women in our operations. The work has always been entirely different from that performed by the men and the rates of pay have always been different. Unquestionably during the months ahead we are going to have to rearrange our work schedule so that we can employ more women.

It is obvious that we will have to change the work done in order to have women perform these operations. The change may only involve concentrating the heavy work on the part of the men with the women assisting with the balance of the operation.

Whether this will be interpreted as performing the same work as men and requiring the same pay is, of course, a question. Certainly if we pay women on this work the same rate as men it is going to cause us a great many problems among the rest of our women employees, including the office.

We have generally found that women are unable to do the complete jobs that men have been doing, as either some heavy lifting or some mechanical work has been beyond the physical capacities of women. Therefore we have had to make some changes in almost every job where women have replaced men. We have, therefore, not set wage rates by comparing the new women's jobs with the men's jobs, but rather with the classifications of women's jobs. In practically every case these new jobs have fallen into the highest classifications for women and we have not run into any difficulties regarding wage payments to these women.

Since the recent War Labor Board decision on this subject, we have not had occasion to put women on jobs formerly handled by men. When this occasion arises, as it no doubt will before too long, we intend to work out some differential, depending largely on the amount

of service the female operator will require to perform the full task formerly performed by the male operator.

We believe there is a good deal of confusion on this matter of women taking men's jobs. In the first place, "What is a man's job?" Simply because a man worked on a particular job does not, in our opinion, classify it as a man's job. We have employed women in our manufacturing department in a great many capacities since the last war. If a job is light in nature and if similar jobs have been performed by women in the past, then we consider that whether or not a man is now working on a similar job, it is still a woman's job. In starting up war work it has been our policy to place men on many new jobs which we would expect women to do eventually. This was because the nature of the work was fairly heavy and men can do more all-around rough work than can women. It is doubtful in my mind that women can "fully perform all the tasks" of a job that should be classified as a man's job. In other words, they need help on the heavy end of it.

We have agreed with our union that where women are employed on men's work and completely perform the man's job they will be paid the prevailing male rate for the job. We are finding, in making this transition, that in many cases women cannot fully perform the task required of men. We have, therefore, agreed with the union that whenever a woman worker, who is performing a job normally done by a man, requires service which is included in the male rate, the time study department will re-study the job and issue a rate based on the time allowed for a male operator minus the time used for that part of the operation which the woman worker cannot perform.

POINT 2. What is the effect of the high pay of women performing new factory jobs formerly handled by men on those women whose jobs have regularly been performed by women and whose pay scale has been lower? Also, what, if any, is the effect on women in the office?

In some instances rates on jobs formerly performed by women have been revised upward at least to reduce the spread between these rates and the rates for work formerly performed by men. In other cases women already employed are given first opportunity to qualify for men's jobs being opened to women. Frequently they do not take advantage of this opportunity but thereafter they cannot complain if their rates are not as high as those for the new jobs.

There is no clear cut preponderance of opinion regarding the effect of high factory rates on office workers. Some note a distinct tendency for routine office workers to seek factory jobs. About an equal number find that office work is still preferred because of its cleanliness and better working conditions even though total compensation may be lower. In two or three cases a determined effort had been made to increase compensation for routine clerical jobs in line with increases in

factory rates. Comments on this problem include the following:

The fact was that in most instances management recognized immediately that the pay scale for jobs regularly performed by women had to be adjusted if they were out of line with the rates paid to women for performing new factory jobs formerly handled by men. Where this was not done there were complaints registered by women involved. This brought to light immediately the need for a job analysis and evaluation of all factory jobs regardless of who was performing them.

The high pay being received by women in war industries has brought about some dissatisfaction among our office and clerical workers. The earnings differential in our case is largely the result of overtime work. We still operate our offices on a 40-hour basis and women in industry who are working 48 hours a week are earning 30% more on the same base rate. This has caused us to lose some employees and has also greatly reduced the number of women applying for office work.

The jobs formerly held by men are being opened to bidding on the part of the women already on our pay rolls. These jobs as they are opened are posted on the bulletin boards. This takes care of any feeling on the part of the women now working at other rates that they are not given every possible opportunity to qualify for positions formerly held by men as they become vacant.

No doubt, as we have an increasingly large number of women working at men's rates, there will be some feeling on the part of office workers that their own rates should receive further consideration. However, it appears that in this locality office rates have not kept pace with the increase in factory rates, and, accordingly, under the circumstances that exist now it would be unwise to make any important changes in office rates.

A serious problem will shortly arise in connection with women filling positions previously held by men in general offices where a decided differential has existed between men's and women's rates. The argument is usually raised that the woman does not take on the full responsibility previously assumed by the man who has held the position, with corresponding endeavors to reduce the rate to be paid the woman who takes such a position. Care must be exercised in handling this matter to make sure that serious and possibly justifiable dissatisfaction does not arise.

When women are brought in on new factory jobs formerly handled by men, those women who already are employed must be up-rated or up-graded. Otherwise there will be decided dissatisfaction. I have noticed in recent weeks a definite indication from women in the office that they would like to take over some of the higher-paying factory jobs, despite the less pleasing working conditions and despite the rotating shifts.

To date we have not noticed that our policy of placing women on men's jobs has had any effect on women in the office. We have canvassed all women workers in the factory and obtained a statement from each of them re-

garding their desire to accept a man's job. Many of them have expressed such a desire, while quite a number have refused to consider it. Accordingly, those who will not consider have been informed that there will be no change in the rates of pay on a woman's job because of women receiving higher pay on jobs formerly worked by men.

It is evident that women in office work will be as dissatisfied as office men are over the high pay of production workers.

POINT 3. President Roosevelt's recent order on double pay for the seventh work day covers "all work relating to the prosecution of the war." This seems to go beyond Walsh-Healey coverage. What effect will this have on the compensation status of supervisors and salaried employees?

Industrial executives generally, along with most other people, are still thoroughly confused with regard to the meaning and significance of this very indefinite order. For the most part, no definite decisions have been reached with regard to just how the order will affect the particular company. Some of the statements about the subject are shown below:

It had been our policy, previous to the President's recent directive, to pay double time to non-exempt salaried employees for Sunday work. It is our policy now to accord salaried employees, non-exempt, identical treatment with that of hourly rated personnel, as called for by the Presidential order. This will mean, insofar as double time is concerned, that our salaried personnel requested to work on the seventh day will be paid double time for any such work rather than being paid double time for any given Sunday. In actual practice, however, this group will not be affected materially. In the case of the exempt personnel, there will be no change in their exempt compensation status.

The Executive Order on double time pay for seven days of work does not affect the compensation of supervisors and salaried employees of this company. Our supervisors are compensated on a flat salary basis. Salaried employees have always been paid at the rate of time and one-half for work above 40 hours per week, even when the work is on Saturday, Sunday or a holiday. Salaried employees are not covered by our union agreement.

The recent order on double pay for the seventh work day has no direct effect on compensation of supervisors and salaried employees, except that management, I believe, is beginning to recognize that department foremen and supervisors and other salaried employees should be compensated for the seventh day at straight pay. Despite the fact, while management executives have been working seven days and even are putting in 80- to 90-hour weeks, their compensation has not been adjusted nor will it be. It is just another case of the squeeze on the white collar employee. He gets the pay cuts first in a de-

flationary period and gets the pay increases last in an inflationary period, and he takes the brunt of all the taxes.

Supervisors will have to be paid for Sunday work if it is continuous. Our present intention is to eliminate Sunday work which demands double pay. This we realize will hold back production but we just don't have the money in our selling prices.

POINT 4. When unions demand a "maintenance of membership" clause in their contracts are companies that are opposed to this principle refusing to grant it, or is the tendency to yield on the ground that if the case goes to the War Labor Board a maintenance of membership clause will be forced on them anyhow?

Apparently there is a rather general tendency to grant maintenance of membership clauses in union contracts without much struggle because of the feeling of both parties to the negotiation that if the case goes to the War Labor Board this provision would be granted as a matter of course. However, in a few cases the point is emphasized that a company which does not believe in the propriety of such a provision will be in a stronger position in the future if this decision is accepted under protest and is not yielded voluntarily. This point is brought out in the quotations below:

When unions demand a "maintenance of membership" clause in their contracts, the companies that are opposed to the principle are inclined, it seems, to take their cases to the WLB rather than yield, on the ground that if the case goes to the Board it will be forced on them anyhow. The feeling seems to be that the responsibility for such a decision should be that of the Board and should, therefore, result from a directive order from the Board.

We regret to state that from our observations most companies feel that it is useless to fight the "maintenance of membership" clause in their contracts recently ordered by the War Labor Board and are of their own free will granting same. They seem to forget that by voluntarily granting this clause they become a party to it. We are amazed that more companies within this country are not demanding some type of management security for the union security they are granting in the "maintenance of membership" clause.

It is my experience and the policy of this company to oppose the "maintenance of membership" clause by refusing to grant it unless it goes to the War Labor Board for a directive. It is my feeling that sooner or later this non-constitutional action by the War Labor Board will run into the snags of some fair-minded court and those companies which have granted it only under a War Labor Board directive no longer will be forced to continue with it while those companies which contracted for it in collective bargaining negotiations will have to continue with it because they have agreed to its soundness.

The Conference Board Management Record



FOUNDED 1918

OCTOBER, 1942

FACT AND COMMENT

Leaks in Manpower

Government estimates of manpower requirements to meet the diversified needs of the victory program are being constantly revised upward. At different times it has even been stated that eventually one out of three housewives will be drawn into war work of some kind, and that schoolboys and girls may have to devote several hours a day to agricultural and perhaps factory work.

All plans and estimates appear to be based on the assumption that the only way to increase production is to multiply the number of workers employed. No cognizance seems to be taken of the fact that, conceivably, persons already employed could considerably increase their productivity without any effort that would be injurious to their health. And yet every industrial man is familiar with instances in which, without appreciable change in equipment, production has been substantially increased. Moreover in some cases, it has even been accompanied by a reduction in the number of workers required. Better utilization of effort and the will to produce, stimulated in various ways, have made the difference.

Large numbers of workers in industry let nothing interfere with giving their best to winning the war. How large a proportion of the total industrial force these constitute, there is no way of knowing. Unfortunately, there are others who do not take their great responsibility seriously. They seem to regard their war jobs opportunistically—as a

means of feathering their nests without undue effort while the fate of civilization hangs in the balance. As a result, there is a reserve of industrial productivity that has never been tapped and perhaps never will be tapped unless an Axis air offensive strikes near home or until huge casualty lists prove to the most unconcerned that the country is involved in a desperately serious war.

Instead of thinking of potential production needs only in terms of more men and women to be added to payrolls, why not think of them also in terms of more output per man or woman employed? Why not consider how some of the leaks that now prevent full output from those now on war jobs can be stopped? It is axiomatic that the need for additional workers will decline proportionately as individual productivity is stepped up. Several leaks in manpower are taking their toll in lost production. The loss from one or another may be small but the cumulative total can be considerable.

There are strikes in violation of solemn agreement to settle disputes peacefully for the duration. They caused a loss of 1.1 million days of work in war industries during the first seven months of 1942. Strikes are far less a menace than a year ago, but every work stoppage is a loss of production that can never be made up.

Absenteeism is a growing threat to plant efficiency. Not only is the output of the absentee lost, but his absence may cripple the work of others.

Maintenance of membership clauses are beginning to result in demands for the discharge of employees for non-payment of dues. Undiminished flow of money into union treasuries must apparently take precedence over war production needs.

Most serious of all is intentional restriction of output. Apparently to avoid revealing how much greater-than-normal individual productivity can be, tacit understandings hold daily output to agreed-upon levels. Labor scarcity and high wages only aggravate this problem. By no means universal, it appears to be sufficiently general to constitute a serious menace to full utilization of available labor resources.

The will to make all-out production a reality rather than merely a slogan could accomplish wonders.

Monthly Review of Labor Statistics, August-September, 1942

THE LATEST EFFORTS by the Administration to halt rising living costs and to freeze wages and farm prices came after a period of five months of incomplete control. Although the first general freeze went into effect in May, the base to which the majority of affected prices returned was that for March 15. The need for more rigid control is clearly evident in the record of changes in cost of living, wage-rate, and hourly and weekly earning figures since March.

Living costs have advanced 2.6% from the base date of the freeze to September 15. This change was caused by increases of 5.4% in food, 0.1% in rent, 3.0% in clothing, 1.2% in sundries, and 0.1% in fuel and light, the latter owing to a rise in coal prices. The advance in food resulted from the fact that 40% of the average family food budget was excluded from control. The advance in clothing was caused mostly by the upward adjustments made in ceiling prices for new fall lines. Sundries rose largely because of advances in the cost of uncontrolled items, such as newspaper and magazine prices, carfare, and adjustments in gasoline prices.

The volume of wage-rate increases has remained fairly high since March. During each month from March to August, the last month for which data are available,

than one wage-rate increase during the period, 31.3% of all wage earners in twenty-five manufacturing industries received increases averaging 6.7%.

During this same period, average hourly earnings of wage earners in these industries rose 5.7% and weekly earnings advanced 7.2%. Since living costs rose only 2.1% in this period, "real" hourly earnings advanced 3.6% and real weekly earnings, 5.0%.

In this same period, prices received by farmers for their produce rose 11.6%, according to United States Department of Agriculture figures.

COST OF LIVING IN SEPTEMBER

Living costs in the United States advanced 0.5% between August 15 and September 15. This increase was caused almost entirely by an advance of 1.7% in food prices, although clothing and coal prices also rose fractionally. Gas and electricity costs remained unchanged and sundries declined 0.3%.

Changes by Cities

Between August and September, living costs rose in forty-eight of the seventy cities studied by THE CONFERENCE BOARD, remained unchanged in five, and de-

PERCENTAGE CHANGES IN THE COST OF LIVING IN 70 CITIES, AUGUST TO SEPTEMBER, 1942

Source: THE CONFERENCE BOARD

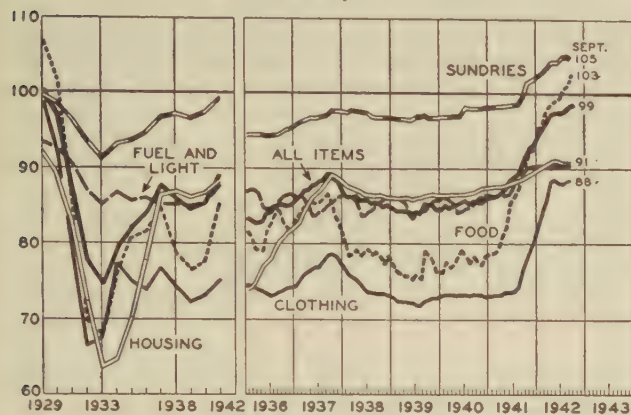
City	Percentage Change	City	Percentage Change	City	Percentage Change	City	Percentage Change
Oakland.....	+2.1	Denver.....	+0.4	Huntington, W. Va....	+0.2	Lansing.....	-0.1
New York.....	+1.6	Lewistown, Pa.....	+0.4	Louisville.....	+0.2	Memphis.....	-0.1
Toledo.....	+1.2	Newark.....	+0.4	Macon.....	+0.2	Milwaukee.....	-0.1
Seattle.....	+1.1	Syracuse.....	+0.4	Omaha.....	+0.2	Pittsburgh.....	-0.1
Chicago.....	+0.9	Wausau, Wis.....	+0.4	St. Paul.....	+0.2	Roanoke, Va.....	-0.1
Dallas.....	+0.9	Wilmington, Del.....	+0.4	Baltimore.....	+0.1	Saginaw, Mich.....	-0.1
Portland, Ore.....	+0.9	Front Royal, Va.....	+0.3	Dayton.....	+0.1	Cincinnati.....	-0.2
San Francisco.....	+0.9	Grand Rapids.....	+0.3	Des Moines.....	+0.1	Flint, Mich.....	-0.2
Chattanooga.....	+0.7	Houston.....	+0.3	Indianapolis.....	+0.1	Richmond.....	-0.2
Minneapolis.....	+0.7	Los Angeles.....	+0.3	Joliet, Ill.....	+0.1	St. Louis.....	-0.2
Kansas City, Mo.....	+0.6	Meadville, Pa.....	+0.3	Muskegon.....	+0.1	Atlanta.....	-0.3
Rockford, Ill.....	+0.6	New Haven.....	+0.3	Philadelphia.....	+0.1	Fall River.....	-0.3
Spokane.....	+0.6	Parkersburg, W. Va....	+0.3	Birmingham.....	0	Rochester.....	-0.3
Cleveland.....	+0.5	Trenton.....	+0.3	Bridgeport.....	0	Manchester, N. H.....	-0.4
Detroit.....	+0.5	Akron.....	+0.2	Lynn.....	0	Green Bay, Wis.....	-0.5
Sacramento.....	+0.5	Boston.....	+0.2	Providence.....	0	New Orleans.....	-0.5
Anderson, Ind.....	+0.4	Duluth.....	+0.2	Youngstown.....	0		
Buffalo.....	+0.4	Erie.....	+0.2	Evansville, Ind.....	-0.1		

an average of 5.2% of all wage earners engaged in twenty-five manufacturing industries enjoyed wage-rate increases. The average monthly wage-rate increase received by these wage earners over the period was 6.7%. In other words, if no wage earner received more

clined in seventeen. The largest increase was 2.1% occurring in Oakland and was caused chiefly by advancing food costs. The largest decline was 0.5% in Green Bay, Wisconsin, and New Orleans. The median increase of 0.2% was evident in nine cities.

Over the year-period, living costs rose in all the sixty-eight cities for which data are available. The increases ranged from 12.3% in Erie and San Francisco to 6.0% in Grand Rapids, Kansas City, and Louisville.

COST OF LIVING IN THE UNITED STATES
Index Numbers, 1923=100



WAGE-RATE INCREASES

The number of wage earners in the twenty-five manufacturing industries studied by THE CONFERENCE BOARD who received wage-rate increases was 9.6% in August, a sharp advance over the 4.6% receiving them in July. The average wage-rate increase was 5.8%, as compared with 7.1% in July. In the electrical manufacturing industry, 34.5% of the wage earners included in the reporting sample enjoyed increases averaging 5.1%. In the iron and steel industry, an average increase of 5.4% affected about 25% of the workers. Increases averaging more than 10% were received by a small number of wage earners in the leather tanning and finishing, meat packing, book and job printing, and northern cotton industries; and an average increase of 10.7% was received by 6.3% of the employees in the heavy equipment industry.

Shipbuilding workers in the Gulf coast zone enjoyed substantial wage-rate increases as a result of an amendment, which became effective on August 1, to the standard rates agreement. In addition, sizable increases were reported for shipyard workers in other sections of the country in compliance with the recent general shipbuilding wage-stabilization agreements.

EARNINGS AND HOURS

The 1.2% increase between July and August in the hourly earnings of wage earners in the twenty-five manufacturing industries studied partly reflects wage-rate

increases. This advance in hourly earnings and an increase of 1.6 hours worked per week are reflected in a 2.7% rise in weekly earnings which are the highest ever attained. Despite an 0.3% increase in living costs, "real" weekly earnings advanced 2.4%, adding to the already dangerous volume of excess purchasing power of the country which, unless reduced, might cause the whole scheme of inflation control to collapse.

WAGE-RATE INCREASES AND WORKERS AFFECTED

Date	All Manufacturing ¹		25 Manufacturing Industries ²	
	Wage Earners Affected	Wage-Rate Increase	Wage Earners Affected	Wage-Rate Increase
1940				
July.....	...	...	1.6%	2.6%
August.....	0.5%	6.6%	0.8	4.2
September.....	0.6	6.7	0.8	3.8
October.....	0.6	7.0	1.0	4.0
November.....	1.4	5.5	3.7	4.5
December.....	1.1	6.3	7.1	2.8
1941				
January.....	3.0	4.9	2.1	5.8
February.....	1.1	6.1	1.7	5.1
March.....	1.6	6.7	2.1	6.8
April.....	11.7	9.6	10.3	8.0
May.....	10.1	8.9	11.2	8.4
June.....	10.2	9.1	12.8	7.9
July.....	6.6	8.5	8.0	7.8
August.....	3.8	7.3	5.9	6.1
September.....	5.5	9.0	7.2	7.1
October.....	5.1	8.7	4.1	7.0
November.....	2.2	8.0	4.3	6.4
December.....	3.0	7.4	3.5	6.8
1942				
January.....	n.a.	n.a.	3.7	6.1
February.....	1.9	7.9	3.0	5.7
March.....	2.5	7.9	4.1	6.3
April.....	2.5	8.0	4.0	7.1
May.....	4.2	8.3	4.7	6.4
June.....	3.7	8.3	4.3	7.5
July.....	2.6	7.5	4.6	7.1
August p.....	5.6	8.5	10.4	5.8

¹United States Bureau of Labor Statistics

²THE CONFERENCE BOARD

n.a. Not available

p Preliminary

Since January, 1941, hourly earnings have risen 23.7% and the average length of the work week has grown by 7.7 hours. Weekly earnings, as a result, have advanced 33.5%. As can be readily seen, both hourly earnings and weekly earnings have advanced considerably more than living costs with the result that real hourly earnings are now 8.5%, and real weekly earnings 17.1%, above the January, 1941, level.

ROBERT A. SAYRE
Division of Industrial Economics

Earnings, Hours, Employment and Payrolls in Manufacturing, August, 1942

EARNINGS, employment, man hours and payrolls rose to new peak levels in August. THE CONFERENCE BOARD's regular monthly survey of labor statistics in twenty-five manufacturing industries also shows that the average work week was longer in August than in any other month since June, 1930.

CHANGES SINCE JANUARY, 1941

January, 1941, has been chosen as the base date in several of the recent decisions of the War Labor Board. From that month to August, 1942, THE CONFERENCE BOARD's index of living costs for families of wage earners and lower-salaried clerical workers advanced 14.1%. It rose 2.1% from March to August, 1942, an indication of how unsuccessful the government's attempt was, during this period, to prevent inflationary price spiralling. With greatly increased purchasing power in the hands of approximately 14,254,000 manufacturing workers, this experience undoubtedly led to the realization that no plan of price control would work that did not include wage stabilization.

From January, 1941, to August, 1942, manufacturing employment in the twenty-five industries increased 26.3%. Average hourly earnings of these workers advanced from \$.759 to \$.939 or 23.7%, in this period, largely as a result of wage-rate increases. Since the workers averaged only 43.3 hours of work a week in August, overtime payments were not substantial. Weekly earnings, which reflect both the longer work week and higher hourly earnings, advanced 33.5% since January, 1941, and averaged \$40.87 in August. "Real" weekly earnings, or dollar weekly earnings adjusted for changes in cost of living to show purchasing power, rose 17.1% in the nineteen-month period. Increased employment and higher dollar earnings expanded payrolls 68.7% during this period.

With substantially higher purchasing power, these manufacturing workers represent a serious problem in a balanced war economy.

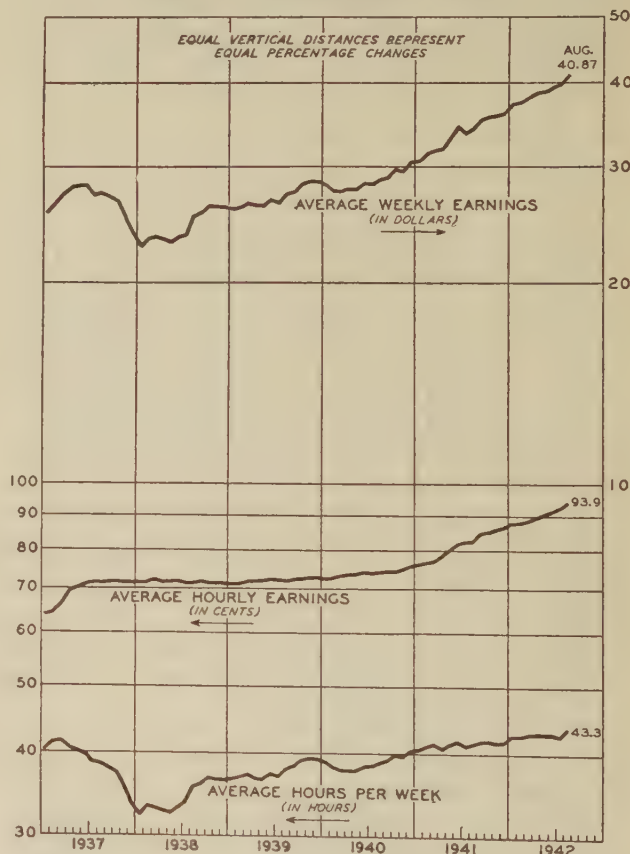
THE AIRCRAFT AND SHIPBUILDING INDUSTRIES

The declines in hourly and weekly earnings of all workers in the aircraft industry from June through August resulted largely from the employment of a greater number of less-skilled workers. Hourly earnings of both women and of unskilled male workers rose slightly in July as the result of the attainment of greater skills by many of the workers and of their transfer to more lucrative occupations. But the influx of new workers and a shorter work week and fewer overtime pay-

ments in August reduced average hourly earnings of both groups to levels only slightly above those of June. The effect of fractional reductions in the average length of the work week in both July and August was negligible

EARNINGS AND HOURS IN 25 MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD



so that their weekly earnings followed the trend of hourly earnings.

The number of hours worked in one week by semi-skilled and skilled male workers rose fractionally in both July and August. However, slightly lower hourly earnings served to maintain the weekly earnings of this group at a relatively uniform level. Since more of these workers are employed than unskilled men or women, averages for both "all male" and "all workers" followed the trends of those of the semi-skilled and skilled workers.

EARNINGS, HOURS, EMPLOYMENT, PAYROLLS, ALL WAGE EARNERS, 25 MANUFACTURING INDUSTRIES

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

Date	Average Hourly Earnings	Average Weekly Earnings	Average Actual Hours per Week per Wage Earner	Average Nominal Hours per Week per Wage Earner	Index Numbers, 1923=100							
					Hourly Earnings		Weekly Earnings		Actual Hours per Week per Wage Earner	Employment	Total Man Hours	Payrolls
					Actual	Real	Actual	Real				
1941 August.....	\$.828	\$34.10	41.2	40.6	153.0	171.1	128.1	143.3	83.7	123.0	103.0	157.6
September.....	.845	35.10	41.6	40.6	156.2	172.0	131.9	145.3	84.0	125.3	106.0	165.3
October.....	.853	35.65	41.7	40.6	157.7	171.4	134.0	145.7	84.3	126.7	107.4	169.8
November.....	.860	35.74	41.5	40.6	159.0	171.2	134.3	144.6	84.3	127.4	107.4	171.1
December.....	.868	36.08	41.6	40.7	160.4	172.1	135.6	145.5	84.6	126.3	107.3	171.9
1942 January.....	.878	37.47	42.4	40.8	162.3	171.7	140.8	149.0	86.2	127.9	110.2	180.1
February.....	.880	37.53	42.4	40.9	162.7	171.1	141.0	148.3	86.2	128.3	111.0	181.6
March.....	.888	38.14	42.7	41.0	164.1	170.8	143.3	149.1	86.8	130.0	112.8	186.3
April.....	.896	38.68	42.8	41.0	165.6	170.5	145.4	149.7	87.0	131.5	114.4	191.2
May.....	.906	39.00	42.7	41.2	167.5	172.1	146.6	150.7	86.8	132.5	115.0	194.2
June.....	.917	39.52	42.7	41.2	169.5	174.2	148.5	152.6	86.8	134.2	116.5	199.3
July.....	.928 ^r	39.80 ^r	42.6	41.2	171.5 ^r	175.4 ^r	149.6 ^r	153.0 ^r	86.6	135.7 ^r	117.5 ^r	203.0 ^r
August.....	.939	40.87	43.3	41.2	173.6	177.0	153.6	156.6	88.0	137.8	121.3	211.7

^rRevised

EARNINGS AND HOURS, ALL WAGE EARNERS, AUGUST, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	Average Earnings				Average Hours per Week per Wage Earner			
	Hourly		Weekly		Actual		Nominal	
	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.015	\$1.011	\$44.12	\$43.57	43.4	43.1	42.9	42.9
Automobile ¹	1.236	1.242 ^r	56.82	54.17 ^r	46.0	43.6	41.1	41.1
Boot and shoe.....	.677	.667	25.97	24.76	38.4	37.1	40.4	40.4
Chemical.....	.952	.945	39.45	38.92	41.4	41.2	40.2	40.1
Rayon and allied products.....	.858	.844	34.02	33.14	39.8	39.2	40.2	40.0
Cotton—North.....	.669	.640	28.23	26.58	42.2	41.5	40.5	40.1
Electrical manufacturing.....	1.023	1.003	47.09	46.05	46.0	45.9	41.0	41.0
Furniture ².....	.841	.843 ^r	36.96	36.13 ^r	44.0	42.8	40.9	40.9
Hosiery and knit goods.....	.655	.634	25.22	23.71	38.5	37.4	40.1	40.1
Iron and steel ³	1.100	1.027	41.36	39.44	37.6	38.4	41.1	41.1
Leather tanning and finishing.....	.808	.801	32.72	32.16	40.5	40.1	42.1	41.9
Lumber and millwork.....	.977	.981 ^r	44.05	43.25 ^r	45.1	44.1 ^r	41.1	40.9
Meat packing.....	.808	.808	31.93	32.69	39.5	40.4	40.0	40.0
Paint and varnish.....	.872	.858	36.56	35.62	41.9	41.5	40.0	40.0
Paper and pulp.....	.835	.826 ^r	34.66	33.57 ^r	41.5	40.6	40.3	40.4
Paper products.....	.764	.759	31.18	29.97 ^r	40.8	39.5	40.3	40.2
Printing—book and job.....	.858	.893 ^r	35.95	36.35 ^r	41.9	40.7 ^r	39.8	39.8
Printing—news and magazine.....	1.031	1.033 ^r	39.71	39.66 ^r	38.5	38.4 ^r	39.7	39.7
Rubber.....	1.022	1.021	42.19	41.40	41.3	40.6	39.1	38.9
1. Rubber tires and tubes.....	1.123	1.131	46.81	46.58	41.7	41.2	38.8	38.6
2. Other rubber products.....	.867	.851	35.28	33.75	40.7	39.6	39.4	39.3
Silk and rayon.....	.638	.632	25.76	24.97	40.4	39.5	40.4	40.4
Wool.....	.809	.801	33.41	33.14	41.3	41.4	40.2	40.2
1. Woolen and worsted goods.....	.801	.800	33.20	33.38	41.5	41.8	40.0	40.0
2. Other woolen products ⁴.....	.824	.803	33.80	32.71	41.0	40.7	40.7	40.6
Foundries and machine shops.....	1.013	1.005 ^r	48.26	47.30 ^r	47.7	47.1	43.1	43.1
1. Foundries.....	.973	.963 ^r	44.99	43.19 ^r	46.2	44.8	42.1	42.1 ^r
2. Machines and machine tools.....	1.034	1.025 ^r	51.53	50.98	49.8	49.7 ^r	44.9	44.9
3. Heavy equipment.....	1.077	1.072	52.26	51.42	48.5	48.0	42.9	42.9
4. Hardware and small parts.....	.938	.923	43.17	41.73 ^r	46.0	45.2	41.2	41.2
5. Other products.....	.988	.980 ^r	46.21	45.29 ^r	46.8	46.2	43.2	43.1
25 INDUSTRIES.....	\$.939	\$.928 ^r	\$40.87	\$39.80 ^r	43.3	42.6	41.2	41.2
Cement.....	\$.824	\$.821	\$32.64	\$31.70	39.6	38.6	39.6	39.6
Petroleum refining.....	1.150	1.137	43.27	42.29	37.6	37.2	36.9	36.9
27 INDUSTRIES.....	\$.941	\$.930 ^r	\$40.84	\$39.77 ^r	43.2	42.5	41.1	41.1

See footnotes on page 325

Shipbuilding

Average hourly earnings of all shipyard workers rose in both July and August as a result of the recent shipbuilding agreement, which granted sizable rate increases

in July, and the Gulf zone amendment to that agreement which became effective on August 1. The increases in the hourly earnings of all workers averaged 8.3% from June to July and 4.2% from July to August.

EARNINGS AND HOURS IN AIRCRAFT AND SHIPBUILDING, JUNE, JULY AND AUGUST, 1942

Source: THE CONFERENCE BOARD

Category	All Wage Earners			All Male			Female			Male Wage Earners					
										Unskilled			Semi-Skilled and Skilled		
	August	July	June	August	July	June	August	July	June	August	July	June	August	July	June
AIRCRAFT															
Hourly earnings..	\$.956	\$.968 ^r	\$.982 ^r	\$.987	\$.995 ^r	\$1.006	\$.779	\$.790 ^r	\$.770 ^r	\$.946	\$.963 ^r	\$.941 ^r	\$.988	\$.996 ^r	\$1.008 ^r
Weekly earnings..	\$45.10	\$45.74 ^r	\$46.27 ^r	\$47.08	\$47.26 ^r	\$47.48 ^r	\$34.59	\$35.79 ^r	\$35.73 ^r	\$43.99	\$44.88 ^r	\$44.23 ^r	\$47.13	\$47.31 ^r	\$47.58 ^r
Actual hours ¹	47.2	47.2 ^r	47.1 ^r	47.7	47.5 ^r	47.2 ^r	44.4	45.3 ^r	46.4 ^r	46.5	46.6 ^r	47.0 ^r	47.7	47.5 ^r	47.2 ^r
Nominal hours ¹	46.8	46.6	46.6	....	....	....	....	....	....	....	....	....	....	....	....
SHIPBUILDING															
Hourly earnings..	\$1.229	\$1.179 ^r	\$1.089 ^r	\$1.229	\$1.179 ^r	\$1.089 ^r	....	....	....	\$1.041	\$.992 ^r	\$.904 ^r	\$1.306	\$1.255 ^r	\$1.161 ^r
Weekly earnings..	\$58.19	\$57.20 ^r	\$52.78 ^r	\$58.19	\$57.20 ^r	\$52.78 ^r	....	....	....	\$49.55	\$46.52 ^r	\$43.03 ^r	\$61.77	\$61.62 ^r	\$56.77 ^r
Actual hours ¹	47.4	48.5 ^r	48.5 ^r	47.4	48.5 ^r	48.5 ^r	....	....	....	47.6	46.9 ^r	47.6 ^r	47.3	49.1 ^r	48.9 ^r
Nominal hours ¹	47.6	47.6	47.6	....	....	....	....	....	....	....	....	....	....	....	....

¹Per week per wage earner^rRevised

NOTE: Averages for August are preliminary and subject to revision

EARNINGS, EMPLOYMENT, MAN HOURS, AND PAYROLLS, ALL WAGE EARNERS, AUGUST, 1942

Index Numbers, 1923=100

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	Average Earnings						Employment		Total Man Hours Worked		Payrolls	
	Hourly, Actual	Weekly										
		Actual		Real		Aug.	July					
		Aug.	July	Aug.	July			Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	182.6	181.8	160.4	158.4	163.5	162.0 ^r	142.8	143.9	125.2	125.3	229.1	227.9
Automobile ¹	195.6	196.5 ^r	188.5	179.7 ^r	192.2	183.7 ^r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Boot and shoe.....	136.8	134.7	114.9	109.6	117.1	112.1 ^r	96.9	98.1	81.6	79.9	111.3	107.5
Chemical.....	188.1	186.8	146.6	144.6	149.4	147.9 ^r	161.7	160.0	125.8	123.8	237.1	231.4
Cotton—North.....	150.3	143.8	132.9	125.1	135.5	127.9 ^r	48.4	48.7	42.7	42.3	64.3	60.9
Electrical manufacturing.....	180.1	176.6	173.8	170.0	177.2	173.8 ^r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
Furniture ²	162.7	163.1 ^r	148.2	144.9 ^r	151.1	148.2 ^r	97.9	96.9	89.4	86.0	145.1	140.4 ^r
Hosiery and knit goods.....	171.5	166.0	142.7	134.2	145.5	137.2 ^r	101.6	99.9	84.5	80.7	145.0	134.1
Iron and steel ³	184.6	172.3	120.9	115.3	123.2	117.9 ^r	130.4	132.4	85.0	88.2	157.7	152.7
Leather tanning and finishing.....	166.3	164.8	141.3	138.9	144.0	142.0 ^r	87.7	88.0	74.6	74.1	123.9	122.2
Lumber and millwork.....	206.6	207.4 ^r	188.1	184.7 ^r	191.7	188.9 ^r	69.3	68.8 ^r	63.1	61.3	130.4	127.1
Meat packing.....	170.8	170.8	135.6	138.9	138.2	142.0 ^r	157.6	155.7	125.3	126.6	213.7	216.3
Paint and varnish.....	163.3	160.7	137.6	134.1	140.3	137.1 ^r	134.7	140.4	113.3	117.0	185.3	188.3
Paper and pulp.....	165.7	163.9 ^r	132.9	128.7 ^r	135.5	131.6 ^r	120.7	122.8 ^r	96.7	96.3 ^r	160.4	158.0 ^r
Paper products.....	167.5	166.4	143.2	137.6	146.0	140.7 ^r	163.2	163.8 ^r	139.9	136.0 ^r	233.7	225.4 ^r
Printing—book and job.....	131.4	136.8 ^r	120.0	121.4 ^r	122.3	124.1 ^r	117.1	108.4 ^r	106.9	96.2 ^r	140.5	131.6 ^r
Printing—news and magazine.....	148.8	149.1 ^r	127.2	127.0 ^r	129.7	129.9	120.7	120.2 ^r	103.3	102.5 ^r	153.5	152.7 ^r
Rubber.....	163.3	163.1	150.5	147.7	153.4	151.0 ^r	99.5	97.4	91.7	88.2	149.7	143.9
Silk and rayon.....	128.6	127.4	111.9	108.4	114.1	110.8 ^r	82.8	80.8	72.0	68.6	92.7	87.6
Wool.....	160.2	158.6	139.4	138.3	142.1	141.4 ^r	83.8	84.0	72.8	73.2	116.8	116.2
Foundries and machine shops.....	176.8	175.4 ^r	170.1	166.7	173.4	170.4 ^r	221.5	217.4 ^r	213.1	206.5 ^r	376.8	362.4 ^r
1. Foundries.....	164.9	163.2 ^r	151.9	145.9 ^r	154.8	149.2 ^r	141.2	139.8 ^r	129.9	124.7 ^r	214.5	204.0 ^r
2. Machines and machine tools.....	188.3	186.7 ^r	188.8	186.7	192.5	190.9 ^r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
3. Heavy equipment.....	160.7	160.0	158.3	155.7	161.4	159.2 ^r	n.a.	n.a.	n.a.	n.a.	n.a.	n.a.
4. Hardware and small parts.....	183.2	180.3	174.0	168.2	177.4	172.0 ^r	203.2	198.2	192.6	184.7	353.6	333.4
5. Other products.....	176.4	175.0 ^r	169.1	165.7 ^r	172.4	169.4 ^r	241.1	235.2	231.2	222.7	407.7	389.7 ^r
25 INDUSTRIES.....	173.6	171.5 ^r	153.6	149.6 ^r	156.6	153.0 ^r	137.8	135.7 ^r	121.3	117.5 ^r	211.7	203.0 ^r

NOTE: No basic 1923 data are available, hence no indexes are given for the following: rubber tires and tubes, other rubber products, woolen and worsted goods, other woolen products, cement, petroleum refining, and "27 Industries."

See footnotes on page 325

While the number of hours worked in one week by semi-skilled and skilled wage earners rose from 48.9 in June to 49.1 in July and declined to 47.3 in August, their average weekly earnings rose in each successive month. Similarly, the effect of wage-rate increases granted was to raise progressively the weekly earnings of unskilled workers, despite the decline in the number of hours worked in July.

Since the larger number of shipyard workers falls within the semi-skilled and skilled class, trends of earnings and hours of all workers tend to follow those of the larger group.

LABOR STATISTICS IN AUGUST

Hourly earnings at \$.939 in August were 1.2% higher than those in July, 13.4% above August, 1941, and 59.2% more than during 1929.

Weekly earnings advanced 2.7% in August to \$40.87. They exceeded August, 1941, earnings by 19.9% and the 1929 average by 43.2%.

Hours worked per week in August averaged 43.3. This level represented increases of 0.7 hours or 1.6% since July and 2.2 hours or 5.1% since August, 1941. They were, however, 5 hours, or 10.4%, below the average during 1929.

"Real" weekly earnings, which are dollar earnings in terms of what they will buy, advanced 2.4% over July. They were 9.3% higher than in August, 1941, and 46.1% higher than the 1929 average.

Employment rose 1.5% in August and reached a total 12.0% greater than in the previous August and 36.4% above that of 1929.

EARNINGS AND HOURS, MALE AND FEMALE WAGE EARNERS, AUGUST, 1942

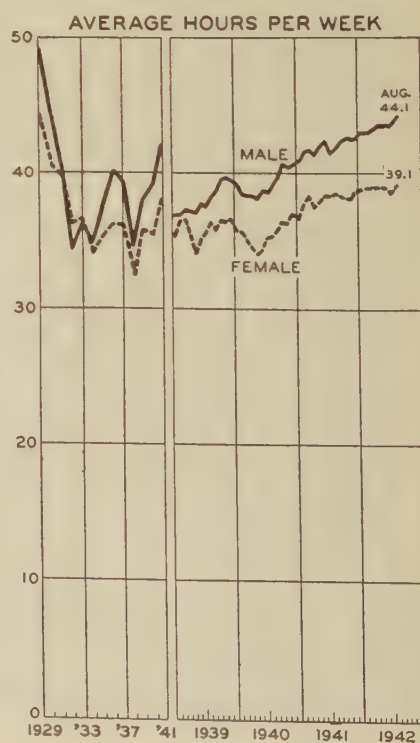
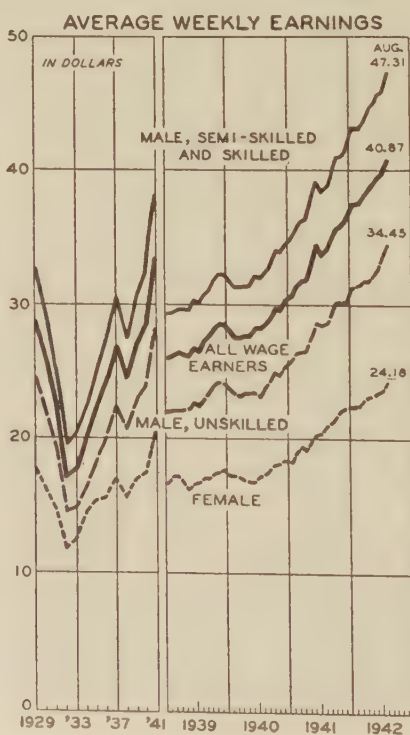
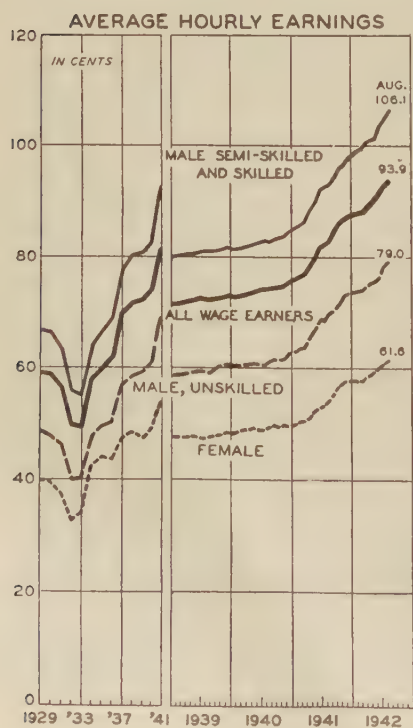
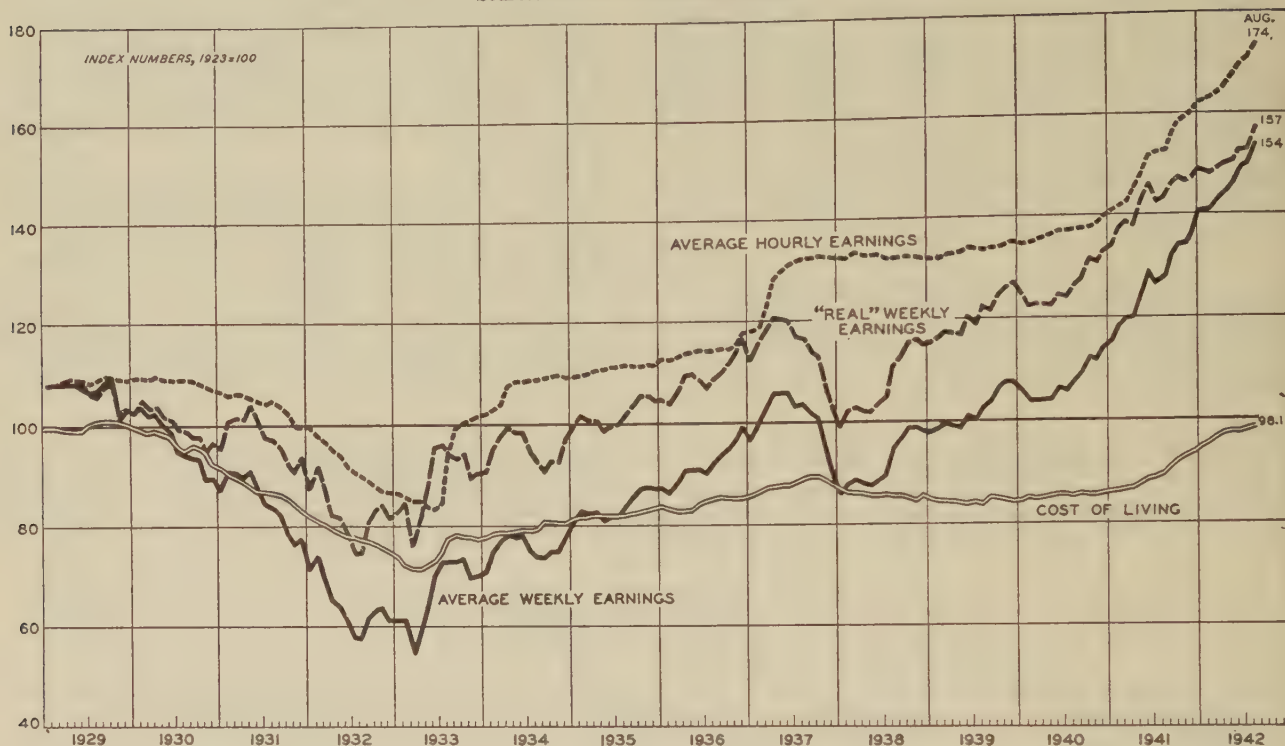
NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	ALL MALE						FEMALE					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$1.020	\$1.016	\$44.39	\$43.75	43.5	43.1	\$.771	\$.799	\$31.69	\$34.31	41.1	42.9
Automobile ¹	1.267	1.274 ^r	58.66	55.93 ^r	46.3	43.9	.826	.821 ^r	34.94	32.76 ^r	42.3	39.9 ^r
Boot and shoe.....	.777	.765	30.63	29.06	39.4	38.0	.554	.548	20.53	19.74	37.1	36.0
Chemical.....	1.004	.996	42.03	41.43	41.9	41.6	.640	.634	24.43	24.07	38.2	38.0
Rayon and allied products.....	.925	.911	37.62	36.51	40.7	40.1	.622	.619	23.23	22.65	37.5	36.6
Cotton—North.....	.734	.700	32.30	30.10	44.0	43.0	.585	.564	23.41	22.49	40.0	39.9
Electrical manufacturing.....	1.106	1.080	52.03	50.62	47.0	46.9	.722	.704	30.89	29.91	42.8	42.5
Furniture ².....	.857	.860 ^r	38.05	37.07 ^r	44.4	43.1	.585	.584 ^r	22.00	21.96 ^r	37.6	37.6
Hosiery and knit goods.....	.829	.813	33.59	33.91	40.5	41.7	.536	.521	20.10	18.75	37.5	36.0
Iron and steel ³	1.100	1.027	41.36	39.44	37.6	38.4	.....	.....	.....	.....	.....	.....
Leather tanning and finishing.....	.828	.821	33.98	33.39	41.1	40.7	.653	.647	23.87	23.42	36.5	36.2
Lumber and millwork.....	.977	.981 ^r	44.05	43.25 ^r	45.1	44.1 ^r	.....	.....	.....	.....	.....	.....
Meat packing.....	.844	.844	33.93	34.53	40.2	40.9	.641	.642	23.48	24.63	36.6	38.3
Paint and varnish.....	.888	.872	37.47	36.45	42.2	41.8	.621	.638	23.29	23.29	37.5	36.5
Paper and pulp.....	.855	.845 ^r	35.67	34.47 ^r	41.7	40.8	.578	.570	21.66	20.32 ^r	37.5	35.6
Paper products.....	.856	.852	36.08	34.62	42.2	40.6	.548	.541 ^r	20.76	20.03 ^r	37.9	37.0 ^r
Printing—book and job.....	.967	1.003 ^r	41.10	41.62 ^r	42.5	41.5 ^r	.531	.563 ^r	21.19	21.62 ^r	39.9	38.4 ^r
Printing—news and magazine.....	1.094	1.096 ^r	42.25	42.15 ^r	38.6	38.5 ^r	.608	.611	22.98	23.20	37.8	38.0 ^r
Rubber.....	1.148	1.143	49.27	48.18	42.9	42.1	.719	.711	27.19	26.34	37.8	37.0
1. Rubber tires and tubes.....	1.209	1.209	52.18	51.15	43.2	42.3	.797	.806	29.40	29.91	36.9	37.1
2. Other rubber products.....	1.019	1.002	43.24	41.92	42.4	41.8	.660	.645	25.45	23.83	38.5	37.0
Silk and rayon.....	.718	.714	29.48	28.55	41.0	40.0	.507	.502	19.99	19.40	39.4	38.7
Wool.....	.864	.852 ^r	36.80	36.16 ^r	42.6	42.4	.713	.710 ^r	27.18	27.33 ^r	38.1	38.5
1. Woolen and worsted goods.....	.862	.859	36.28	36.45	42.1	42.4	.726	.727	28.65	28.81	39.5	39.6
2. Other woolen products ⁴.....	.866	.844 ^r	37.43	35.83 ^r	43.2	42.5	.680	.669 ^r	23.78	24.07 ^r	35.0	36.0
Foundries and machine shops.....	1.036	1.026 ^r	49.74	48.63 ^r	48.0	47.4 ^r	.707	.701 ^r	30.76	30.46 ^r	43.5	43.4 ^r
1. Foundries.....	.978	.968 ^r	45.36	43.56 ^r	46.4	45.0 ^r	.709	.703 ^r	28.66	27.50 ^r	40.5	39.1
2. Machines and machine tools.....	1.051	1.039 ^r	52.94	52.19 ^r	50.4	50.2 ^r	.755	.772 ^r	31.97	33.02	42.3	42.8 ^r
3. Heavy equipment.....	1.077	1.072	52.26	51.42	48.5	48.0	.....	.....	.....	.....	.....	.....
4. Hardware and small parts.....	.992	.975 ^r	46.54	44.87 ^r	46.9	46.0	.681	.666	28.60	27.55	42.0	41.4
5. Other products.....	1.023	1.013 ^r	48.12	46.93 ^r	47.0	46.3 ^r	.705	.697 ^r	31.61	31.40 ^r	44.9	45.1
25 INDUSTRIES.....	\$1.004	\$.991 ^r	\$44.37	\$43.18 ^r	44.1	43.4	\$.616	\$.609 ^r	\$24.18	\$23.57 ^r	39.1	38.5 ^r
Cement.....	.824	.821	\$32.64	\$31.70	39.6	38.6	.....	.....	.....	.....	.....	.....
Petroleum refining.....	1.150	1.137	43.27	42.29	37.6	37.2	.....	.....	.....	.....	.....	.....
27 INDUSTRIES.....	\$1.005	\$.992 ^r	\$44.26	\$43.06 ^r	43.9	43.3	.....	.....	.....	.....	.....	.....

See footnotes on page 325

WAGE EARNINGS IN TWENTY-FIVE MANUFACTURING INDUSTRIES

Source: THE CONFERENCE BOARD



EARNINGS AND HOURS, UNSKILLED AND SKILLED AND SEMI-SKILLED MALE WAGE EARNERS, AUGUST, 1942

NOTE: Hourly earnings are not wage rates, because they include overtime and incentive payments

INDUSTRY	UNSKILLED						SKILLED AND SEMI-SKILLED					
	Average Earnings				Average Hours per Week per Wage Earner		Average Earnings				Average Hours per Week per Wage Earner	
	Hourly		Weekly				Hourly		Weekly			
	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July	Aug.	July
Agricultural implement.....	\$.832	\$.836	\$34.76	\$34.60	41.8	41.4	\$1.047	\$1.041	\$45.80	\$45.09	43.7	43.3
Automobile ¹	1.082	1.072 _r	50.31	46.31 _r	46.5	43.2 _r	1.292	1.302 _r	59.82	57.29 _r	46.3	44.0
Boot and shoe.....	.445	.444	16.38	16.34	36.8	36.8	.791	.778	31.24	29.56	39.5	38.0
Chemical.....	.848	.844 _r	34.95	35.15	41.2	41.6 _r	1.055	1.046 _r	44.40	43.53	42.1	41.6 _r
Rayon and allied products.....	.669	.664	25.80	25.49	38.6	38.4	.960	.943	39.33	38.01	41.0	40.3
Cotton—North.....	.673	.637	29.37	27.35	43.6	42.9	.760	.727	33.56	31.26	44.2	43.0
Electrical manufacturing.....	.849	.822	38.71	36.99	45.6	45.0	1.135	1.109	53.57	52.23	47.2	47.1
Furniture ².....	.730	.738	34.16	34.10	46.8	46.2	.889	.891 _r	38.94	37.69 _r	43.8	42.3
Hosiery and knit goods.....	.529	.524	21.42	21.70	40.5	41.4	.864	.845	34.99	35.29	40.5	41.8
Iron and steel ³.....	.833	.786 _r	30.24	29.24 _r	36.3	37.2 _r	1.147	1.070 _r	43.36	41.30 _r	37.8	38.6
Leather tanning and finishing.....	.617	.628	25.17	25.55	40.8	40.7	.872	.863	35.20	34.87	40.4	40.4
Lumber and millwork.....	.718	.702	31.41	30.07 _r	43.8	42.8 _r	1.046	1.062 _r	48.11	47.80 _r	46.0	45.0 _r
Meat packing.....	.724	.728	28.45	29.70	39.3	40.8	.908	.907	36.96	37.10	40.7	40.9
Paint and varnish.....	.746	.742	30.51	30.72	40.9	41.4	.965	.942	41.40	39.56	42.9	42.0
Paper and pulp.....	.719	.714	29.02	28.20 _r	40.3	39.5	.914	.901 _r	38.56	37.26 _r	42.2	41.4
Paper products.....	.680	.668 _r	27.76	26.59 _r	40.8	39.8 _r	.915	.913	39.00	37.35	42.6	40.9
Printing—book and job.....	.580	.599 _r	25.40	24.74 _r	43.8	41.3 _r	1.096	1.137 _r	46.14	47.30 _r	42.1	41.6 _r
Printing—news and magazine.....	.675	.675	25.65	24.99	38.0	37.0	1.216	1.212 _r	47.16	47.12 _r	38.8	38.9 _r
Rubber.....	.825	.807	34.73	32.93	42.1	40.8	1.158	1.155	49.73	48.74	43.0	42.2
1. Rubber tires and tubes.....	.905	.864	37.56	35.08	41.5	40.6	1.217	1.222	52.62	51.76	43.2	42.4
2. Other rubber products.....	.676	.674	29.44	27.83	43.5	41.3	1.032	1.014	43.74	42.43	42.4	41.9
Wool.....	.723	.713	30.07	29.52	41.6	41.4	.934	.919 _r	40.24	39.50 _r	43.1	43.0
1. Woolen and worsted goods.....	.755	.749	31.30	31.21	41.5	41.7	.933	.930	39.70	39.94	42.5	42.9
2. Other woolen products ⁴.....	.663	.648	27.71	26.48	41.8	40.9	.934	.909 _r	40.77	39.09 _r	43.7	43.0
Foundries and machine shops.....	.853	.856 _r	40.26	40.05 _r	47.2	46.8 _r	1.080	1.068 _r	52.73	51.32 _r	48.8	48.1 _r
1. Foundries.....	.794	.783	35.80	34.52 _r	45.1	44.1 _r	1.054	1.046 _r	49.43	47.45 _r	46.9	45.4 _r
2. Machines and machine tools.....	.936	.871	47.15	43.99	50.4	50.5	1.081	1.078	55.04	54.61	50.9	50.6
3. Heavy equipment.....	.843	.904 _r	39.87	42.55	47.3	47.1 _r	1.123	1.106 _r	55.14	53.54	49.1	48.4 _r
4. Hardware and small parts.....	.800	.796 _r	37.31	36.95 _r	46.7	46.4 _r	1.013	.992	47.78	45.71 _r	47.2	46.1
5. Other products.....	.875	.863	40.88	39.82	46.7	46.1	1.066	1.054 _r	51.56	50.08 _r	48.4	47.5 _r
24 INDUSTRIES ⁵	\$.790	\$.780 _r	\$34.45	\$33.60 _r	43.5	42.9 _r	\$1.061	\$1.048 _r	\$47.31	\$46.02 _r	44.5	43.8
Cement.....	\$.738	\$.728	\$28.99	\$27.36	39.3	37.6	\$.838	\$.835	\$33.24	\$32.39	39.7	38.8
Petroleum refining.....	.887	.879	32.82	33.14	37.0	37.7	1.196	1.182	45.09	43.85	37.7	37.1
26 INDUSTRIES ⁵	\$.790	\$.781	\$34.38	\$33.54 _r	43.4	42.8 _r	\$1.061	\$1.048 _r	\$47.16	\$45.87 _r	44.3	43.7 _r

NOTE: The wage data here given are for cash payments only and do not take into consideration the value of such wage equivalents as reduced or free house rent, or other special services rendered by the company to employees. Various forms of wage equivalents are in use in industrial establishments in many localities, but the part which they play as compensation for work performed cannot be taken into account in a study of this character.

¹Based on data collected by the Automobile Manufacturers Association and THE CONFERENCE BOARD; revised data since Jan. 1941, available upon request.²Includes wood, metal, and upholstered household and office furniture.³Based on data collected by the American Iron and Steel Institute and THE CONFERENCE BOARD.⁴Silk and rayon industry not included, as adequate data for unskilled and skilled groups are not available for this industry.⁵n.a. Not available for publication; included in total indexes.⁶Principally rugs.^pPreliminary^rRevised

Man hours worked in August were 3.2% greater than during July. As compared with August, 1941, and the year 1929, they had risen 17.8% and 22.3%, respectively.

Payrolls stood at 211.7 (1923 = 100) in August. They exceeded the July level by 4.3%; the August, 1941, level by 34.3%; and 1929 payrolls by 95.3%.

Manufacturing workers in August were in a better position than ever before. They received the highest average hourly earnings as yet recorded in this series, they worked a slightly longer work week and their

weekly return averaged \$40.87. Since their earnings increased more than the cost of living, the purchasing power of their earnings was higher than in any previous month since these surveys were begun in 1914.

In addition to paying these higher wages, American manufacturers employed more workers in August than ever before and the payrolls disbursed were 111.7% more than those during 1923. Total man hours worked also reached a new peak for this series.

E. B. DUNN
Division of Industrial Economics

Cost of Living, United States and 70 Cities, September

THE COST OF LIVING for families of wage earners and lower-salaried clerical workers in the United States continued its upward course by rising 0.5% between August 15 and September 15. A sharp increase of 1.7% in retail food prices was the principal change responsible for the advance. Since mid-May, when the general maximum price regulations went into effect, food costs have risen 3.7%. Clothing and coal prices rose only fractionally over the month; housing, and gas and electricity costs remained unchanged; and sundries declined 0.3%. THE CONFERENCE BOARD's index of the cost of living now stands at 98.6% of the 1923 level, 8.6% above that of a year ago, and 14.7% over the January, 1941, level. The purchasing value of the 1923

dollar amounted to 101.4¢ on September 15 as compared with 110.1¢ a year ago.

Between August and September, living costs rose in forty-eight of the seventy cities for which indexes are compiled each month by THE CONFERENCE BOARD. It declined in seventeen others, and remained unchanged in five. Compared with that of a year ago, the cost of living rose in the sixty-eight cities for which figures are available. Such increases ranged from 12.3% in Erie and San Francisco down to 6.0% in Grand Rapids, Kansas City, and Louisville.

H. S. HILL

Division of Industrial Economics

CHANGES IN THE COST OF LIVING, SEPTEMBER, 1942

ITEM	Budgetary Weights ¹	Index Numbers, 1923=100			Percentage Changes	
		September, 1942	August, 1942	September, 1941	August, 1942 to September, 1942	September, 1941 to September, 1942
Food ²	33	102.8	101.1	89.4	+1.7	+15.0
Housing.....	20	90.8	90.8	88.9	0	+2.1
Clothing.....	12	88.4	88.2	76.9	+0.2	+15.0
Men's.....	..	97.8	97.7	84.8	+0.1	+15.3
Women's.....	..	78.9	78.6	69.0	+0.4	+14.3
Fuel and light.....	5	90.5	90.4	89.4	+0.1	+1.2
Coal.....	..	92.9	92.8	91.1	+0.1	+2.0
Gas and electricity ³.....	..	85.7	85.7	85.9	0	-0.2
Sundries.....	30	104.7	105.0	99.8	-0.3	+4.9
Weighted average of all items.....	100	98.6	98.1	90.8	+0.5	+8.6
Purchasing value of dollar.....	...	101.4	101.9	110.1	-0.5	-7.9

¹Relative importance in post World War I, family budget.

²Based on THE CONFERENCE BOARD indexes of food prices, September 15, 1941; August 14, 1942 and September 15, 1942.

³Based on retail prices of 55 kilowatt hours of electricity, 1,000 cubic feet of natural gas, or 2,000 cubic feet of manufactured gas.

COST OF LIVING OF WAGE EARNERS IN THE UNITED STATES, AND PURCHASING VALUE OF THE DOLLAR

Index Numbers, 1923=100

Date	Weighted Average of All Items	Food	Housing	Clothing			Fuel and Light			Sundries	Purchasing Value of Dollar
				Total	Men's	Women's	Total	Coal	Gas and Electricity		
1941 September.....	90.8	89.4	88.9	76.9	84.8	69.0	89.4	91.1	85.9	99.8	110.1
October.....	92.0	90.7	89.2	78.3	86.2	70.4	90.0	92.0	85.9	101.5	108.7
November.....	92.9	92.2	89.5	79.6	87.3	71.9	90.2	92.4	85.9	101.9	107.6
December.....	93.2	92.6	89.9	80.1	87.8	72.3	90.3	92.5	85.9	102.2	107.3
1942 January.....	94.5	95.2	90.1	82.4	91.4	73.4	90.3	92.6	85.7	102.5	105.8
February.....	95.1	95.7	90.4	84.5	93.6	75.3	90.4	92.7	85.7	102.9	105.2
March.....	96.1	97.5	90.7	85.8	95.2	76.4	90.4	92.8	85.7	103.5	104.1
April.....	97.1	98.8	91.0	88.4	98.3	78.5	90.1	92.3	85.7	104.1	103.0
May.....	97.3	99.1	91.1	88.6	98.0	79.1	90.5	92.9	85.7	104.2	102.8
June.....	97.3	99.5	91.0	88.1	97.8	78.3	90.4	92.8	85.7	104.1	102.8
July.....	97.8	100.3	90.8	88.0	97.6	78.4	90.4	92.8	85.7	105.0	102.2
August.....	98.1	101.1	90.8	88.2	97.7	78.6	90.4	92.8	85.7	105.0	101.9
September.....	98.6	102.8	90.8	88.4	97.8	78.9	90.5	92.9	85.7	104.7	101.4

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING AUGUST AND SEPTEMBER, 1942

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942		Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Akron						Chattanooga					
Food.....	130.2	129.5	113.4	+0.5	+14.8	Food.....	146.4	144.3	120.9	+1.5	+21.1
Housing.....	113.7	114.1	118.2	-0.4	-3.8	Housing.....	103.7	103.7	101.9	0	+1.8
Clothing.....	121.1	121.1	102.6	0	+18.0	Clothing.....	118.2	118.0	103.2	+0.2	+14.5
Fuel and light.....	113.3	113.3	112.3	0	+0.9	Fuel and light.....	104.8	104.8	101.9	0	+2.8
Housefurnishings.....	118.4	118.4	105.9	0	+11.8	Housefurnishings.....	121.5	121.5	110.5	0	+10.0
Sundries.....	105.8	105.7	100.0	+0.1	+5.8	Sundries.....	101.4	101.0 _r	97.6	+0.4	+3.9
Weighted Total.....	117.8	117.6	109.0	+0.2	+8.1	Weighted Total.....	117.9	117.1 _r	106.7	+0.7	+10.5
Atlanta						Chicago					
Food.....	129.8	129.5	116.8	+0.2	+11.1	Food.....	128.5	125.6	116.4	+2.3	+10.4
Housing.....	99.2	99.2	98.8	0	+0.4	Housing.....	105.5	105.5	101.1	0	+4.4
Clothing.....	117.9	117.9	103.6	0	+13.8	Clothing.....	122.2	122.2	104.3	0	+17.2
Fuel and light.....	110.1	109.3	106.1	+0.7	+3.8	Fuel and light.....	99.7	99.7	98.5	0	+1.2
Housefurnishings.....	117.1	117.1	106.1	0	+10.4	Housefurnishings.....	125.2	125.2	110.1	0	+13.7
Sundries.....	105.8	107.2	100.3	-1.3	+5.0	Sundries.....	102.2	102.2	101.0	0	+1.2
Weighted Total.....	114.3	114.7	106.3	-0.3	+7.5	Weighted Total.....	114.0	113.0	106.5	+0.9	+7.0
Baltimore						Cincinnati					
Food.....	146.9	145.8	122.8	+0.8	+19.6	Food.....	130.4	131.1 _r	110.3	-0.5	+18.2
Housing.....	108.0	108.0	103.1	0	+4.8	Housing.....	101.5	101.5	100.0	0	+1.5
Clothing.....	120.3	119.6	104.9	+0.6	+14.7	Clothing.....	121.6	121.6	103.5	0	+17.5
Fuel and light.....	106.2	106.2	106.0	0	+0.2	Fuel and light.....	106.2	106.2	106.0	0	+0.2
Housefurnishings.....	130.6	130.8	114.0	-0.2	+14.6	Housefurnishings.....	124.1	124.1	112.1	0	+10.7
Sundries.....	102.4	103.7	100.6	-1.3	+1.8	Sundries.....	104.7	104.6	102.2	+0.1	+2.4
Weighted Total.....	122.3	122.2	110.1	+0.1	+11.1	Weighted Total.....	115.7	115.9 _r	105.4	-0.2	+9.8
Birmingham						Cleveland					
Food.....	136.4	137.2	121.0	-0.6	+12.7	Food.....	128.1	126.5	114.3	+1.3	+12.1
Housing.....	106.5	106.5	104.2	0	+2.2	Housing.....	104.7	104.7	104.6	0	+0.1
Clothing.....	124.6	124.6	108.6	0	+14.7	Clothing.....	126.7	126.6	106.4	+0.1	+19.1
Fuel and light.....	105.8	105.8	102.5	0	+3.2	Fuel and light.....	105.5	105.5	106.1	0	-0.6
Housefurnishings.....	117.8	117.8	110.8	0	+6.3	Housefurnishings.....	118.2	118.2	109.1	0	+8.3
Sundries.....	102.0	101.3	100.1	+0.7	+1.9	Sundries.....	103.3	103.1	101.2	+0.2	+2.1
Weighted Total.....	116.4	116.4	108.5	0	+7.3	Weighted Total.....	114.6	114.0	107.1	+0.5	+7.0
Boston						Dallas					
Food.....	133.3	132.1	113.0	+0.9	+18.0	Food.....	147.1	144.8	120.9	+1.6	+21.7
Housing.....	103.9	103.9	103.0	0	+0.9	Housing.....	105.6	104.2	99.6	+1.3	+6.0
Clothing.....	124.9	124.9	105.8	0	+18.1	Clothing.....	122.5	122.5	105.4	0	+16.2
Fuel and light.....	107.9	107.9	107.9	0	0	Fuel and light.....	85.9	85.9	100.0	0	-14.1
Housefurnishings.....	128.0	128.0	115.5	0	+10.8	Housefurnishings.....	127.9	127.9	112.1	0	+14.1
Sundries.....	104.3	105.3	101.9	-1.0	+2.4	Sundries.....	100.2	99.9	100.6	+0.3	-0.4
Weighted Total.....	117.7	117.5	107.4	+0.2	+9.6	Weighted Total.....	118.4	117.4	107.7	+0.9	+9.9
Bridgeport						Dayton					
Food.....	134.8	133.3	118.0	+1.1	+14.2	Food.....	122.9	122.8	108.7	+0.1	+13.1
Housing.....	106.9	106.9	107.1	0	-0.2	Housing.....	105.1	105.1	108.6 _r	0	-3.2
Clothing.....	124.3	123.7	105.0	+0.5	+18.4	Clothing.....	121.4	121.4	105.6	0	+15.0
Fuel and light.....	106.9	106.9	105.5	0	+1.3	Fuel and light.....	105.5	105.4	105.2	+0.1	+0.3
Housefurnishings.....	126.4	126.4	113.0	0	+11.9	Housefurnishings.....	127.5	127.5	118.6	0	+7.5
Sundries.....	109.9	112.3	100.9	-2.1	+8.9	Sundries.....	102.9	102.7	101.1	+0.2	+1.8
Weighted Total.....	120.0	120.0	109.2	0	+9.9	Weighted Total.....	113.2	113.1	106.5 _r	+0.1	+6.3
Buffalo						Denver					
Food.....	132.1	130.8 _r	117.3	+1.0	+12.6	Food.....	126.9	126.3	113.1	+0.5	+12.2
Housing.....	114.7	114.7	109.0	0	+5.2	Housing.....	105.6	105.6	102.3	0	+3.2
Clothing.....	117.7	117.2	103.3	+0.4	+13.9	Clothing.....	121.0	121.2	104.9	-0.2	+15.3
Fuel and light.....	102.8	102.8	102.5	0	+0.3	Fuel and light.....	103.7	103.7	101.2	0	+2.5
Housefurnishings.....	125.4	124.7	114.5	+0.6	+9.5	Housefurnishings.....	122.5	122.5	108.6	0	+12.8
Sundries.....	106.6	106.6	101.7	0	+4.8	Sundries.....	100.4	99.3	100.6	+1.1	-0.2
Weighted Total.....	117.9	117.4 _r	108.8	+0.4	+8.4	Weighted Total.....	112.7	112.2	105.5	+0.4	+6.8

Footnotes given on page 331

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING AUGUST AND SEPTEMBER, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942		Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Des Moines						Houston					
Food.....	139.2	139.2	130.0	0	+7.1	Food.....	133.2	131.9	116.3	+1.0	+14.5
Housing.....	105.8	105.3	101.5	0	+3.7	Housing.....	105.7	105.7	101.8	0	+3.8
Clothing.....	126.7	126.5	107.9	+0.2	+17.4	Clothing.....	124.0	124.1	105.8	-0.1	+17.2
Fuel and light.....	114.7	114.7	109.4	0	+4.8	Fuel and light.....	92.3	92.3	92.3	0	0
Housefurnishings.....	124.2	123.5	103.9	+0.6	+19.5	Housefurnishings.....	126.2	126.9	111.0	-0.6	+13.7
Sundries.....	102.1	101.9	99.8	+0.2	+2.3	Sundries.....	105.3	105.1	101.2	+0.2	+4.1
Weighted Total.....	118.9	118.8	111.3	+0.1	+6.8	Weighted Total.....	115.8	115.4	106.2	+0.3	+9.0
Detroit						Huntington, W. Va.					
Food.....	128.1	126.2	109.8	+1.5	+16.7	Food.....	132.8	132.5	n.a.	+0.2	n.a.
Housing.....	107.0	107.0	106.2	0	+0.8	Housing.....	111.7	111.7	n.a.	0	n.a.
Clothing.....	117.2	117.0	102.9	+0.2	+13.9	Clothing.....	118.3	118.3	n.a.	0	n.a.
Fuel and light.....	109.8	109.8	108.7	0	+1.0	Fuel and light.....	100.0	100.0	n.a.	0	n.a.
Housefurnishings.....	133.2	132.9	114.8	+0.2	+16.0	Housefurnishings.....	123.6	122.6	n.a.	+0.8	n.a.
Sundries.....	101.5	101.4	99.6	+0.1	+1.9	Sundries.....	111.5	111.3	n.a.	+0.2	n.a.
Weighted Total.....	114.3	113.7	105.7	+0.5	+8.1	Weighted Total.....	119.0	118.8	n.a.	+0.2	n.a.
Duluth						Indianapolis					
Food.....	133.4	132.9	117.7	+0.4	+13.3	Food.....	133.9	133.8	120.1	+0.1	+11.5
Housing.....	100.5	100.5	100.1	0	+0.4	Housing.....	107.9	107.9	108.2	0	-0.3
Clothing.....	123.6	123.2	103.1	+0.3	+19.9	Clothing.....	119.7	119.7	103.3	0	+15.9
Fuel and light.....	99.5	99.5	100.4	0	-0.9	Fuel and light.....	104.5	104.5	104.2	0	+0.3
Housefurnishings.....	129.1	129.1	112.0	0	+15.3	Housefurnishings.....	112.1	112.1	103.3	0	+8.5
Sundries.....	103.0	102.8	101.0	+0.2	+2.0	Sundries.....	105.9	105.7	103.5	+0.2	+2.3
Weighted Total.....	114.9	114.7	106.5	+0.2	+7.9	Weighted Total.....	116.0	115.9	109.0	+0.1	+6.4
Erie, Pa.						Kansas City, Mo.					
Food.....	135.0	135.2	114.5	-0.1	+17.9	Food.....	118.0	116.6	106.7	+1.2	+10.6
Housing.....	109.9	109.9	105.2	0	+4.5	Housing.....	101.7	101.7	101.4	0	+0.3
Clothing.....	132.1	130.3	106.0	+1.4	+24.6	Clothing.....	121.5	121.6	106.6	-0.1	+14.0
Fuel and light.....	107.5	107.5	107.0	0	+0.5	Fuel and light.....	110.6	110.6	110.0	0	+0.5
Housefurnishings.....	129.8	129.8	115.5	0	+12.4	Housefurnishings.....	120.9	120.9	109.4	0	+10.5
Sundries.....	107.4	107.5	101.6	-0.1	+5.7	Sundries.....	102.7	101.6	100.5	+1.1	+2.2
Weighted Total.....	122.0	121.8	108.6	+0.2	+12.3	Weighted Total.....	110.4	109.7	104.2	+0.6	+6.0
Fall River						Lansing					
Food.....	138.6	138.0	118.4	+0.4	+17.1	Food.....	143.9	144.6	126.2	-0.5	+14.0
Housing.....	104.3	104.3	101.9	0	+2.4	Housing.....	98.0	98.0	98.0	0	0
Clothing.....	118.8	118.5	103.4	+0.3	+14.9	Clothing.....	124.1	123.1	103.9	+0.8	+19.4
Fuel and light.....	102.9	102.9	102.6	0	+0.3	Fuel and light.....	101.6	101.6	101.6	0	0
Housefurnishings.....	114.3	114.3	110.4	0	+3.5	Housefurnishings.....	129.5	129.4	115.9	+0.1	+11.7
Sundries.....	105.8	108.0	102.8	-2.0	+2.9	Sundries.....	104.7	104.5	100.8	+0.2	+3.9
Weighted Total.....	118.5	118.8	108.4	-0.3	+9.3	Weighted Total.....	117.5	117.6	108.5	-0.1	+8.3
Front Royal, Va.						Los Angeles					
Food.....	146.8	146.3	129.0	+0.3	+13.8	Food.....	137.1	135.9	115.5	+0.9	+18.7
Housing.....	92.0	92.0	93.3	0	-1.4	Housing.....	104.7	104.6	99.8	+0.1	+4.9
Clothing.....	127.5	124.8	113.4	+2.2	+12.4	Clothing.....	118.9	119.0	104.4	-0.1	+13.9
Fuel and light.....	103.9	103.9	103.5	0	+0.4	Fuel and light.....	96.2	96.2	96.2	0	0
Housefurnishings.....	126.9	126.9	114.6	0	+10.7	Housefurnishings.....	123.8	123.8	111.9	0	+10.6
Sundries.....	106.3	106.3	101.5	0	+4.7	Sundries.....	104.4	104.2	101.5	+0.2	+2.9
Weighted Total.....	116.6	116.2	108.7	+0.3	+7.3	Weighted Total.....	116.3	115.9	106.0	+0.3	+9.7
Grand Rapids						Louisville					
Food.....	131.8	131.1	122.0	+0.5	+8.0	Food.....	125.1	124.4	113.7	+0.6	+10.0
Housing.....	106.6	106.6	106.3	0	+0.3	Housing.....	104.5	104.9	104.6	-0.4	-0.1
Clothing.....	120.8	120.2	106.0	+0.5	+14.0	Clothing.....	119.1	119.1	107.6	0	+10.7
Fuel and light.....	108.1	108.1	107.6	0	+0.5	Fuel and light.....	115.5	115.5	115.4	0	+0.1
Housefurnishings.....	132.7	132.7	112.0	0	+18.5	Housefurnishings.....	127.5	127.6	115.4	-0.1	+10.5
Sundries.....	104.6	104.4	101.3	+0.2	+3.3	Sundries.....	100.9	100.7	98.1	+0.2	+2.9
Weighted Total.....	116.4	116.1	109.8	+0.3	+6.0	Weighted Total.....	114.0	113.8	107.5	+0.2	+6.0

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COST OF LIVING OF WAGE EARNERS AND LOWER SALARIED CLERICAL WORKERS IN 61 CITIES DURING AUGUST AND SEPTEMBER, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942		Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Lynn						Muskegon					
Food.....	137.3	136.8	119.8	+0.4	+14.6	Food.....	135.8	136.2	124.7	-0.3	+8.9
Housing.....	104.5	104.5	103.0	0	+1.5	Housing.....	115.2	115.2	116.2	0	-0.9
Clothing.....	123.3	123.3	106.3	0	+16.0	Clothing.....	122.5	120.4	101.7	+1.7	+20.5
Fuel and light.....	111.1	111.1	110.8	0	+0.3	Fuel and light.....	106.2	106.2	106.2	0	0
Housefurnishings.....	125.6	125.6	113.8	0	+10.4	Housefurnishings.....	118.8	118.7	108.3	+0.1	+9.7
Sundries.....	105.2	106.2	102.4	-0.9	+2.7	Sundries.....	106.4	106.2	102.2	+0.2	+4.1
Weighted Total....	120.4	120.4	110.5	0	+9.0	Weighted Total....	118.9	118.8	111.7	+0.1	+6.4
Macon						Newark					
Food.....	140.9	139.9	124.3	+0.7	+13.4	Food.....	126.5	124.3	114.7	+1.8	+10.3
Housing.....	115.9	116.6	118.8	-0.6	-2.4	Housing.....	101.4	101.4	101.4	0	0
Clothing.....	116.4	116.3	103.9	+0.1	+12.0	Clothing.....	121.4	121.6	106.8	-0.2	+13.7
Fuel and light.....	106.4	106.4	106.4	0	0	Fuel and light.....	101.3	101.3	102.2	0	-0.9
Housefurnishings.....	129.3	129.3	117.3	0	+10.2	Housefurnishings.....	129.1	128.9	113.1	+0.2	+14.1
Sundries.....	102.0	101.9	98.7	+0.1	+3.3	Sundries.....	103.3	104.4	101.2	-1.1	+2.1
Weighted Total....	119.0	118.8	110.9	+0.2	+7.3	Weighted Total....	113.5	113.0	106.9	+0.4	+6.2
Manchester, N. H.						New Haven					
Food.....	130.0	130.2	114.8	-0.2	+13.2	Food.....	135.8	134.1	117.9	+1.3	+15.2
Housing.....	103.0	103.0	102.1	0	+0.9	Housing.....	105.3	105.3	105.6	0	-0.3
Clothing.....	119.2	119.2	104.2	0	+14.4	Clothing.....	120.1	120.1	106.3	0	+13.0
Fuel and light.....	105.5	105.5	104.3	0	+1.2	Fuel and light.....	105.9	105.9	103.8	0	+2.0
Housefurnishings.....	123.8	123.8	113.1	0	+9.5	Housefurnishings.....	124.4	124.9	111.8	-0.4	+11.3
Sundries.....	104.3	105.9	102.5	-1.5	+1.8	Sundries.....	103.1	104.2	101.8	-1.1	+1.3
Weighted Total....	116.2	116.7	107.8	-0.4	+7.8	Weighted Total....	117.7	117.4	109.1	+0.3	+7.9
Meadville, Pa.						New Orleans					
Food.....	136.3	136.0	121.9	+0.2	+11.8	Food.....	137.9	139.5	123.9	-1.1	+11.3
Housing.....	110.8	110.8	103.8	0	+6.7	Housing.....	110.8	110.8	107.5	0	+3.1
Clothing.....	117.5	116.3	106.4	+1.0	+10.4	Clothing.....	118.6	118.7	108.0	-0.1	+9.8
Fuel and light.....	105.7	105.7	104.1	0	+1.5	Fuel and light.....	103.2	103.2	99.9	0	+3.3
Housefurnishings.....	127.1	127.1	113.0	0	+12.5	Housefurnishings.....	128.0	128.0	113.2	0	+13.1
Sundries.....	107.4	107.3	101.4	+0.1	+5.9	Sundries.....	101.7	101.6	100.0	+0.1	+1.7
Weighted Total....	118.5	118.2	109.3	+0.3	+8.4	Weighted Total....	119.6	120.2	111.5	-0.5	+7.3
Memphis						New York					
Food.....	137.7	138.2	120.5	-0.4	+14.3	Food.....	135.2p	129.8	115.2	+4.2	+17.4
Housing.....	109.4	109.4	105.4	0	+3.8	Housing.....	100.7	100.7	100.4	0	+0.3
Clothing.....	120.9	120.9	104.3	0	+15.9	Clothing.....	113.6	113.0	101.9	+0.5	+11.5
Fuel and light.....	102.6	103.1	99.4	-0.5	+3.2	Fuel and light.....	106.7	106.7	106.3	0	+0.4
Housefurnishings.....	127.5	127.5	109.9	0	+16.0	Housefurnishings.....	127.3	127.0	112.4	+0.2	+13.3
Sundries.....	106.3	106.2	102.0	+0.1	+4.2	Sundries.....	104.2	105.0	102.7	-0.8	+1.5
Weighted Total....	118.4	118.5	108.4	-0.1	+9.2	Weighted Total....	116.4p	114.6	107.1	+1.6	+8.7
Milwaukee						Oakland					
Food.....	123.5	124.5	115.5	-0.8	+6.9	Food.....	143.3	135.6	118.4	+5.7	+21.0
Housing.....	103.3	103.3	101.8	0	+1.5	Housing.....	131.5	131.5	121.7	0	+8.1
Clothing.....	127.5	126.1	106.1	+1.1	+20.2	Clothing.....	122.9	122.6	106.5	+0.2	+15.4
Fuel and light.....	103.7	103.7	100.6	0	+3.1	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	125.1	125.1	111.1	0	+12.6	Housefurnishings.....	119.2	118.9	107.9	+0.3	+10.5
Sundries.....	103.9	103.7	100.9	+0.2	+3.0	Sundries.....	101.5	101.3	96.9	+0.2	+4.7
Weighted Total....	113.2	113.3	106.5	-0.1	+6.3	Weighted Total....	122.4	119.9	109.1	+2.1	+12.2
Minneapolis						Omaha					
Food.....	134.1	131.6	116.7	+1.9	+14.9	Food.....	139.3	139.0	123.3	+0.2	+13.0
Housing.....	103.7	103.7	102.6	0	+1.1	Housing.....	100.6	100.6	98.5	0	+2.1
Clothing.....	124.7	124.6	107.9	+0.1	+15.6	Clothing.....	120.6	120.6	103.4	0	+16.6
Fuel and light.....	99.8	99.8	99.6	0	+0.2	Fuel and light.....	103.6	103.6	103.3	0	+0.3
Housefurnishings.....	122.2	122.2	112.6	0	+8.5	Housefurnishings.....	129.4	129.4	119.7	0	+8.1
Sundries.....	111.7	111.5	102.5	+0.2	+9.0	Sundries.....	104.5	104.3	101.0	+0.2	+3.5
Weighted Total....	117.8	117.0	107.6	+0.7	+9.5	Weighted Total....	117.3	117.1	108.6	+0.2	+8.0

Footnotes given on page 331

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING AUGUST AND SEPTEMBER, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939=100

CITY	Index Numbers Jan., 1939=100			Percentage Changes		CITY	Index Numbers Jan., 1939=100			Percentage Changes	
	Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942		Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Parkersburg, W. Va.						Rochester					
Food.....	135.7	134.8	123.9	+0.7	+9.5	Food.....	135.3	134.6	117.7	+0.5	+15.0
Housing.....	104.2	104.2	101.4	0	+2.8	Housing.....	103.9	103.9	103.0	0	+0.9
Clothing.....	123.9	123.6	108.7	+0.2	+14.0	Clothing.....	127.6	127.2	107.9	+0.3	+18.3
Fuel and light.....	94.4	94.4	94.4	0	0	Fuel and light.....	108.5	108.5	108.0	0	+0.5
Housefurnishings.....	124.6	124.6	110.2	0	+13.1	Housefurnishings.....	135.2	135.2	118.9	0	+13.7
Sundries.....	105.3	105.2	102.6	+0.1	+2.6	Sundries.....	112.5	114.9	103.0	-2.1	+9.2
Weighted Total.....	118.3	117.9	110.6	+0.3	+7.0	Weighted Total.....	119.5	119.9	108.9	-0.3	+9.7
Philadelphia						Sacramento					
Food.....	137.2	136.1	120.9	+0.8	+13.5	Food.....	140.1	139.5	116.9	+0.4	+19.8
Housing.....	102.9	102.9	101.1	0	+1.8	Housing.....	104.1	104.1	104.1	0	0
Clothing.....	122.3	122.0	107.4	+0.2	+13.9	Clothing.....	120.9	119.4	105.3	+1.3	+14.8
Fuel and light.....	107.2	107.2	106.0	0	+1.1	Fuel and light.....	83.9	83.9	83.9	0	0
Housefurnishings.....	119.2	119.2	107.4	0	+11.0	Housefurnishings.....	132.5	127.9	107.0	+3.6	+23.8
Sundries.....	103.2	104.3	101.5	-1.1	+1.7	Sundries.....	104.0	103.8	101.4	+0.2	+2.6
Weighted Total.....	118.3	118.2	109.6	+0.1	+7.9	Weighted Total.....	117.0	116.4	106.3	+0.5	+10.1
Pittsburgh						St. Louis					
Food.....	130.4	130.6	119.2	-0.2	+9.4	Food.....	134.5	135.3	119.7	-0.6	+12.4
Housing.....	105.7	105.7	102.6	0	+3.0	Housing.....	106.0	106.0	103.2	0	+2.7
Clothing.....	124.6	124.6	106.6	0	+16.9	Clothing.....	122.6	122.6	107.0	0	+14.6
Fuel and light.....	113.7	113.7	113.7	0	0	Fuel and light.....	119.1	118.8	117.7	+0.3	+1.2
Housefurnishings.....	117.4	117.1	109.4	+0.3	+7.3	Housefurnishings.....	118.2	118.2	110.0	0	+7.5
Sundries.....	105.1	105.0	102.2	+0.1	+2.8	Sundries.....	102.5	102.4	101.0	+0.1	+1.5
Weighted Total.....	116.7	116.8	109.4	-0.1	+6.7	Weighted Total.....	117.4	117.6	109.6	-0.2	+7.1
Portland, Ore.						St. Paul					
Food.....	132.4	129.0	115.8	+2.6	+14.3	Food.....	130.2	129.5	116.6	+0.5	+11.7
Housing.....	110.0	110.0	103.3	0	+6.5	Housing.....	100.9	100.9	100.7	0	+0.2
Clothing.....	126.8	126.8	108.7	0	+16.7	Clothing.....	119.9	119.9	105.7	0	+13.4
Fuel and light.....	98.8	98.8	98.8	0	0	Fuel and light.....	99.9	99.9	99.3	0	+0.6
Housefurnishings.....	119.0	119.0	106.3	0	+11.9	Housefurnishings.....	125.4	125.3	113.5	+0.1	+10.5
Sundries.....	105.0	104.8	102.1	+0.2	+2.8	Sundries.....	107.7	107.5	102.5	+0.2	+5.1
Weighted Total.....	116.9	115.8	107.4	+0.9	+8.8	Weighted Total.....	114.6	114.4	107.0	+0.2	+7.1
Providence						San Francisco					
Food.....	140.4	139.9	121.6	+0.4	+15.5	Food.....	146.7	144.0	116.9	+1.9	+25.5
Housing.....	103.3	103.3	101.7	0	+1.6	Housing.....	98.3	98.3	97.8	0	+0.5
Clothing.....	117.7	117.3	102.4	+0.3	+14.9	Clothing.....	121.4	121.4	104.1	0	+16.6
Fuel and light.....	99.3	99.3	100.7	0	-1.4	Fuel and light.....	84.9	84.9	84.9	0	0
Housefurnishings.....	125.3	125.3	114.8	0	+9.1	Housefurnishings.....	119.4	119.3	108.3	+0.1	+10.2
Sundries.....	101.7	102.7	100.7	-1.0	+1.0	Sundries.....	101.8	101.7	99.3	+0.1	+2.5
Weighted Total.....	116.1	116.1	107.9	0	+7.6	Weighted Total.....	117.9	116.9	105.0	+0.9	+12.3
Richmond						Seattle					
Food.....	136.7	135.7	121.0	+0.7	+13.0	Food.....	145.5	141.7	120.9	+2.7	+20.3
Housing.....	102.7	102.7	101.2	0	+1.5	Housing.....	114.5	114.5	108.0	0	+6.0
Clothing.....	118.4	118.3	105.6	+0.1	+12.1	Clothing.....	118.5	118.5	101.9	0	+16.3
Fuel and light.....	103.9	103.9	102.2	0	+1.7	Fuel and light.....	110.1	109.2	102.9	+0.8	+7.0
Housefurnishings.....	120.5	120.5	108.7	0	+10.9	Housefurnishings.....	119.8	119.8	105.6	0	+13.4
Sundries.....	103.1	104.7	100.2	-1.5	+2.9	Sundries.....	106.3	106.2	102.5	+0.1	+3.7
Weighted Total.....	115.3	115.5	107.5	-0.2	+7.3	Weighted Total.....	122.0	120.7	109.3	+1.1	+11.6
Roanoke, Va.						Spokane					
Food.....	139.8	140.3	123.4	-0.4	+13.3	Food.....	129.0	126.8	113.7	+1.7	+13.5
Housing.....	119.2	119.2	122.8	0	-2.9	Housing.....	102.2	102.2	99.6	0	+2.6
Clothing.....	113.7	113.7	106.7	0	+6.6	Clothing.....	121.5	121.5	104.1	0	+16.7
Fuel and light.....	99.7	99.7	98.9	0	+0.8	Fuel and light.....	99.2	99.2	98.2	0	+1.0
Housefurnishings.....	121.9	121.9	111.1	0	+9.7	Housefurnishings.....	132.3	132.3	111.3	0	+18.9
Sundries.....	109.5	109.3	102.8	+0.2	+6.5	Sundries.....	107.3	107.2	104.8	+0.1	+2.4
Weighted Total.....	120.4	120.5	112.9	-0.1	+6.6	Weighted Total.....	115.1	114.4	106.4	+0.6	+8.2

Footnotes given on page 331

COST OF LIVING OF WAGE EARNERS AND LOWER-SALARIED CLERICAL WORKERS IN 61 CITIES DURING AUGUST AND SEPTEMBER, 1942—Continued

Source: THE CONFERENCE BOARD

Index Numbers, January, 1939 = 100

CITY	Index Numbers Jan., 1939 = 100			Percentage Changes		CITY	Index Numbers Jan., 1939 = 100			Percentage Changes	
	Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942		Sept. 1942	Aug. 1942	Sept. 1941	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Syracuse						Wilmington, Del.					
Food.....	145.5	145.1	128.5	+0.8	+13.2	Food.....	140.9	139.7	122.2	+0.9	+15.3
Housing.....	116.2	114.7	106.8	+1.3	+8.8	Housing.....	104.0	104.0	103.1	0	+0.9
Clothing.....	125.8	125.8	108.3	0	+16.2	Clothing.....	124.5	124.1	107.5	+0.3	+15.8
Fuel and light.....	103.4	103.4	101.8	0	+1.6	Fuel and light.....	102.4	102.4	103.1	0	-0.7
Housefurnishings.....	146.9	145.8	122.2	+0.8	+20.2	Housefurnishings.....	115.4	115.4	106.4	0	+8.5
Sundries.....	109.8	109.7	101.9	+0.1	+7.8	Sundries.....	100.3	100.2	99.2	+0.1	+1.1
Weighted Total....	124.5	124.0	112.4	+0.4	+10.8	Weighted Total....	117.9	117.4	108.9	+0.4	+8.3
Toledo						Youngstown					
Food.....	137.7	134.0	113.7	+2.8	+21.1	Food.....	133.1	133.5	118.3	-0.3	+12.5
Housing.....	109.0	108.5	101.7	+0.5	+7.2	Housing.....	105.2	105.3	107.8	-0.1	-2.4
Clothing.....	122.6	122.3	104.9	+0.2	+16.9	Clothing.....	125.6	125.0	108.6	+0.5	+15.7
Fuel and light.....	108.3	108.3	107.8	0	+0.5	Fuel and light.....	109.9	109.9	109.5	0	+0.4
Housefurnishings.....	120.8	120.0	109.6	+0.7	+10.2	Housefurnishings.....	131.8	131.8	109.1	0	+20.8
Sundries.....	103.6	103.4	101.0	+0.2	+2.6	Sundries.....	106.3	106.2	102.7	+0.1	+3.5
Weighted Total....	117.8	116.4	106.1	+1.2	+11.0	Weighted Total....	119.4	119.4	110.8	0	+7.8
Wausau, Wis.						rRevised n.a. Not available pPreliminary "Fuel and light" is based upon retail prices of 35 kilowatt hours of electricity, 1,000 cubic feet of natural gas or 2,000 cubic feet of manufactured gas, and coal or other fuel for heating.					
Food.....	137.1	135.9	122.0	+0.9	+12.4						
Housing.....	102.7	102.7	101.1	0	+1.6						
Clothing.....	124.3	123.9	106.5	+0.3	+16.7						
Fuel and light.....	101.4	101.4	101.6	0	-0.2						
Housefurnishings.....	123.6	123.6	111.5	0	+10.9						
Sundries.....	102.7	102.5	101.4	+0.2	+1.3						
Weighted Total....	117.9	117.4	109.5	+0.4	+7.7						

COST OF LIVING IN 9 CITIES, AUGUST AND SEPTEMBER, 1942

CITY	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942	CITY	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942	CITY	Aug. 1942 to Sept. 1942	Sept. 1941 to Sept. 1942
Anderson, Ind.	Percentage Changes		Green Bay, Wis.	Percentage Changes		Rockford, Ill.	Percentage Changes	
Food.....	+1.1	+12.3	Food.....	0	<i>n.a.</i>	Food.....	+1.4	+12.4
Housing.....	0	+1.9	Housing.....	0	<i>n.a.</i>	Housing.....	0	+4.1
Clothing.....	0	+22.9	Clothing.....	+0.3	<i>n.a.</i>	Clothing.....	0	+11.5
Fuel and light.....	0	+0.4	Fuel and light.....	+0.2	<i>n.a.</i>	Fuel and light.....	0	+1.3
Housefurnishings.....	0	+20.2	Housefurnishings.....	0	<i>n.a.</i>	Housefurnishings.....	0	+21.3
Sundries.....	+0.2	+2.8	Sundries.....	-1.8	<i>n.a.</i>	Sundries.....	+0.1	+3.6
Weighted Total....	+0.4	+8.9	Weighted Total....	-0.5	<i>n.a.</i>	Weighted Total....	+0.6	+8.4
Evansville, Ind.			Joliet, Ill.¹			Saginaw, Mich.		
Food.....	-0.1	+15.2	Food.....	-0.6	+9.6	Food.....	-0.4	+13.3
Housing.....	-0.7	-1.2	Housing.....	+0.1	+1.2	Housing.....	0	+1.7
Clothing.....	+0.2	+14.9	Clothing.....	-0.4	+13.1	Clothing.....	+0.3	+14.1
Fuel and light.....	0	+4.5	Fuel and light.....	0	+1.6	Fuel and light.....	0	0
Housefurnishings.....	0	+18.1	Housefurnishings.....	+0.2	+24.3	Housefurnishings.....	+0.2	+12.4
Sundries.....	+0.2	+4.1	Sundries.....	+0.2	+3.7	Sundries.....	+0.2	+2.9
Weighted Total....	-0.1	+7.6	Weighted Total....	-0.1	+7.5	Weighted Total....	-0.1	+7.4
Flint, Mich.			Lewistown, Pa.			Trenton, N. J.		
Food.....	-0.6	+13.5	Food.....	+1.1	+16.8	Food.....	+0.6	+12.8
Housing.....	0	-0.1	Housing.....	0	+3.8	Housing.....	0	+4.4
Clothing.....	0	+19.0	Clothing.....	+0.1	+12.6	Clothing.....	-0.3	+27.9
Fuel and light.....	+0.4	0	Fuel and light.....	0	+0.5	Fuel and light.....	0	+0.2
Housefurnishings.....	0	+12.2	Housefurnishings.....	0	+14.5	Housefurnishings.....	+0.6	+10.8
Sundries.....	+0.2	+7.4	Sundries.....	-0.3	+5.8	Sundries.....	+0.1	+4.7
Weighted Total....	-0.2	+8.8	Weighted Total....	+0.4	+10.1	Weighted Total....	+0.3	+10.1

¹Includes Lockport and Rockdale

Strikes and Turnover Rates

THREE HUNDRED AND FIFTY strikes originated during the month of August, according to the United States Bureau of Labor Statistics. This number compares with 400 reported as starting in July. The number of workers involved in new strikes in August was 80,000, or 8,000 fewer than in July. Man days lost because of all strikes in progress during August were 450,000, the same number as in July.

Of 229 strikes in progress during August which affected war production, 195 were new strikes involving 70,000 workers. Nine thousand workers were affected by the thirty-four continuing strikes. July totals were higher—75,000 in war industries and 81,000 in all industries.

The percentage of time lost in war industries to the

time worked rose from 8/100 of 1% in July to 9/100 of 1% in August. Man days worked during August were estimated at 300 million as compared with 308 million in July, while man days lost increased to 266,000 from 234,000 in July.

On September 8, several thousand smokeless powder workers in East Alton, Illinois, went on strike against the East Alton Manufacturing Company, a subsidiary of the Western Cartridge Company. They were protesting the discharge of the local president of the Chemical Workers Union (AFL), whose dismissal was attributed to conflicting reasons. More than 1,000 Illinois reserve militia were mobilized and standing by to guard the plant. On September 11, William Green, AFL president, by telephone ordered the strikers to return to

STRIKES, TURNOVER RATES AND PRODUCTION

Date	All Occupations			Production ² (1935-1939 =100)	Manufacturing				
	Strikes ¹				Turnover Rates per 100 Employees ¹				
	Beginning in Period		Man Days Idle During Period (Thousand)		Separations				Accessions
	Number	Workers Involved (Thousand)			Total	Quits and Miscella- neous	Discharges	Lay-offs	
1929.....	921	289	5,352	110	75.23 _a	41.01 _a	9.04 _a	25.17 _a	67.61 _a
1930.....	637	183	3,317	90	59.65	18.64	5.04	35.97	37.02
1931.....	810	342	6,893	74	48.38	11.39	2.72	34.27	36.59
1932.....	841	324	10,502	57	51.98	8.34	1.96	41.68	39.82
1933.....	1,695	1,168	16,872	68	45.38	10.66	2.49	32.23	65.20
1934.....	1,856	1,467	19,592	74	49.17	10.67	2.24	36.26	56.91
1935.....	2,014	1,117	15,456	87	42.74	10.37	2.29	30.08	50.05
1936.....	2,172	789	13,902	104	40.35	13.02	2.63	24.70	52.16
1937.....	4,740	1,861	28,425	113	53.11	14.97	2.38	35.76	42.59
1938.....	2,772	688	9,148	87	49.22	7.46	1.29	40.47	46.16
1939.....	2,613	1,171	17,812	108	37.71	9.52	1.52	26.67	48.85
1940.....	2,508	577	6,701	124	40.27	12.54	1.84	25.89	52.72
1941.....	4,288	2,363	23,048	161	46.68	27.78	3.04	15.86	64.51
1941 January.....	240	92	663	139	3.41	1.62	0.18	1.61	5.54
February.....	257	72	1,135	144	3.15	1.76	0.19	1.20	4.92
March.....	348	118	1,558	149	3.40	2.13	0.21	1.06	5.62
April.....	403	512	7,113	153	3.89	2.45	0.25	1.19	6.04
May.....	463	321	2,172	160	3.86	2.54	0.24	1.08	5.95
June.....	357	143	1,504	165	3.71	2.42	0.26	1.03	6.31
July.....	439	143	1,326	164	4.24	2.55	0.29	1.40	6.00
August.....	465	212	1,825	167	4.14	2.71	0.30	1.13	5.43
September.....	470	295	1,953	172	4.53	3.06	0.31	1.16	5.16
October.....	432	198	1,925	173	4.13	2.44	0.28	1.41	4.87
November.....	271	228	1,397	173	3.51	1.83	0.24	1.44	3.91
December.....	143	30	476	171	4.71	2.27	0.29	2.15	4.76
1942 January.....	155	33	390	173	5.10	3.19	0.30	1.61	6.87
February.....	190	57	425	175	4.82	3.14	0.29	1.39	6.02
March.....	240	65	450	177	5.36	3.84	0.33	1.19	6.99
April.....	310	55	375	180	6.12	4.46	0.35	1.31	7.12
May.....	275	58	325	183	6.54	4.73	0.38	1.43	7.29
June.....	350	100	550	185	6.46	4.87	0.38	1.21	8.25
July.....	400	88	450	189	n.a.	n.a.	n.a.	n.a.	n.a.
August.....	350	80	450	195	n.a.	n.a.	n.a.	n.a.	n.a.

NOTE—For back figures see *The Conference Board Economic Record*, June, 1942, p. 194. ¹United States Bureau of Labor Statistics. ²Federal Reserve annual production data are averages of monthly figures. _aJune to December. _pPreliminary. _{n.a.}Not available. _rRevised

LABOR DISPUTES ORIGINATING DURING SEPTEMBER, 1942¹

Organization Affected	Location	Date Begun	Date Ended	Number of Workers Involved
Manufacturing, Building, and Mining				
Alabama Dry Dock and Shipbuilding Company (Pinto Island Yard).....	Mobile, Ala.	Sept. 17	Sept. 18	10,000
Aluminum Company of America.....	Cleveland, Ohio	22	25	1,500
Argonne Worsted Company.....	Woonsocket, R. I.	18	..	525
Bellman Brook Bleachery Company.....	Fairview, N. J.	18	23	400
Borg-Warner Corporation (Marvel-Schebler Carburetor Division).....	Flint, Mich.	21	..	300
Buffalo-Springfield Roller Company.....	Springfield, Ohio	4	8	200
Carnegie-Illinois Steel Corporation (Gary Plant).....	Gary, Ind.	11	12	450
Carnegie-Illinois Steel Corporation (South Charleston Ordnance Plant).....	S. Charleston, W. Va.	7	..	100-2,000
Central Pattern and Foundry Company, Incorporated.....	Chicago, Ill.	14	..	a
Columbia Conserve Company.....	Indianapolis, Ind.	1	7	200
Cowles Tool Company.....	Cleveland, Ohio	28	..	175
Crucible Steel Company of America (Sanderson Works).....	Syracuse, N. Y.	3	..	1,475
Federal Bearings Company, Incorporated.....	W. Poughkeepsie, N. Y.	9	..	150
Kimble Glass Company.....	E. Vineland, N. J.	8	18	2,400
Maddox Table Company.....	Jamestown, N. Y.	25	..	350
Rife Construction Company.....	Dallas, Texas	10	..	350
H. H. Robertson Company.....	Ambridge, Pa.	11	13	900
Shoe Workers ²	Haverhill, Mass.	3	10	3,000
Standard Ultramarine Company.....	Huntington, W. Va.	3	..	a
Supplee-Wills-Jones Milk Company (West Philadelphia Branch).....	Philadelphia, Pa.	18	19	150
Western Cartridge Company (East Alton Manufacturing Company).....	East Alton, Ill.	8	11	b
Miscellaneous				
Freight Loaders.....	Philadelphia, Pa.	1	2	300-400
Newspaper Workers ³	Trenton, N. J.	Aug. 31	30	n.a.
Truck Drivers ⁴	Baltimore, Md.	Sept. 14	..	70
Truck Drivers ⁵	Paterson, N. J.	7	11	400
Truck Drivers ⁶	Uniontown, Pa.	1	3	a

¹Incomplete report based upon available information published in the press.²Fifteen shoe factories affected.³The *Evening Times*, the *State Gazette*, and the *Sunday Times-Advertiser* were not published when mechanical employees refused to cross a picket line of sixteen striking circulation truck drivers.⁴Drivers handled all pick-up work for Baltimore and Ohio Railroad.⁵Drivers were employed by six companies that have haulage contracts with war production plants in the area. Of these, 140 worked at Arrow Carrier Corporation and 70 at the New England Carrier Corporation.⁶Coal truckmen.^aSeveral hundred workers involved.^bSeveral thousand workers involved.

n.a. Not available.

their jobs without delay, threatening to revoke the charter of the union unless they did. The workers returned on September 12, after an agreement was made between them and the company to place the disputed issues before the War Labor Board.

STRIKES IN WAR INDUSTRIES

Source: Joint Committee of Representatives from War, Navy, and Labor Departments, Maritime Commission, War Labor Board, and War Production Board

Period	Number of Strikes in Progress	Employees Involved (000)	Man Days Idle (000)
1941 December 8-31....	7	2	59
1942 January.....	27	12	46
February.....	50	25	119
March.....	66	35	167
April.....	91	26	174
May.....	144	48	137
June.....	192	85	255
July.....	222	81	234
August.....	229	79	266

On September 17, a dispute with city officials over a five-cent ferry charge caused 10,000 shipyard workers to leave their jobs at the Pinto Island yard of the

Alabama Dry Dock and Shipbuilding Company of Mobile, Alabama. The ride was free before the ferry was taken over from the company by the city at the request of the United States Maritime Commission. Five companies of state troops were called in to guard the City Hall and the Courthouse, as well as the approaches to the shipyard. The workers agreed on September 18 to return to work, but not by ferry.

Total accessions were at the high figure of 8.25 per 100 employees in June, the latest month for which labor turnover rates are available. They rose 13.2% over the May figure of 7.29 and they were 30.7% higher than in June last year. New hirings increased 14.6%, at a faster rate than rehiring.

Both the quit rate and the miscellaneous separation rate advanced from May to June. Discharges showed no change, and lay-offs decreased. The decrease of 15.4% in lay-offs was large enough to offset the other increases and cause total separations to decline 1.2%—from 6.54 per 100 employees in May to 6.46 in June. This rate was an increase of 74.1% over June, 1941.

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Employment and Unemployment

FOR THE fourth successive month industry and the armed forces continued to cut deeply into the nation's labor reserves as the drive toward a total war economy gained further impetus in August. Total employment rose to another record high of 57.7 million, a gain of more than 500,000 over the preceding month, and of about 4 million over the preceding year. At the close of August there were already 2.4 million more men and women at work or in uniform than in the normal labor force under peacetime conditions. Official estimates indicate that 62.5 million people will be employed in industry and the armed forces by December, 1943, and the possibility exists, according to the War Manpower Commission, that a labor force of 65 million may be needed.

Manufacturing industries alone have accounted for almost two-fifths of the ten million increase in employment since the beginning of the defense program in the summer of 1940. More new workers entered factories during this period than entered the military services. Only in agriculture and trade is the number currently at work lower than when rearmament was begun. At that time there were just short of 6.5 million unemployed.

Factory employment rose very sharply in the three months ending with August, with almost three times as many workers taken on as in the first five months of this year. The addition of 900,000 workers in these three months, well over a third of whom were hired in August alone, brought total factory employment above fifteen million for the first time. Approximately thirty-five of every hundred civilian workers in non-agricultural enterprises in August were on factory payrolls. The corresponding peacetime percentage is only slightly above thirty.

Despite this unprecedented expansion of factory employment, many manufacturing industries, particularly producers of consumer goods, are currently employing fewer workers than a year ago. These declines are most pronounced in the hosiery, paper-box and furniture industries. Other industries adversely affected include stone, clay and glass, wearing apparel, automobiles, leather, knitted cloth, silk and rayon goods, and boots and shoes.

AUGUST TRENDS

Farmers faced their fall harvest with the lowest August total of farm family workers since World War I. Total agricultural employment, including hired workers, has moved steadily downward by about 300,000 monthly since June. Slight gains were made in the procurement of hired farm workers in August, and the

EMPLOYMENT AND UNEMPLOYMENT, AUGUST, 1942
In Thousands

Distribution of Labor Force	1940	1941	1942		
	August		June	Julyp	Augustp
Total unemployment...	6,420	1,043	....	....	....
Excess of employment over economic labor force.	....	....	1,361	1,906	2,433
Total employment (including armed forces)...	47,976	53,797	56,564	57,143	57,708
Agriculture.....	11,580	11,280	11,963	11,629	11,319
Forestry and fishing....	218	229	223	222	221
Total industry.....	17,137	20,574	21,230	21,631	21,920
Extraction of minerals..	756	799	785	786	780
Manufacturing.....	11,276	13,669	14,358	14,689	15,012
Construction.....	2,107	2,795	2,740	2,783	2,736
Transportation.....	2,030	2,266	2,305	2,325	2,344
Public utilities.....	969	1,045	1,043	1,047	1,047
Trade, distribution and finance.....	7,501	7,835	7,563	7,461	7,420
Service industries (including armed forces).....	10,553	12,726	14,374	14,966	15,571
Miscellaneous industries and services.....	986	1,153	1,209	1,234	1,258
Emergency employment ¹ WPA, CCC, and NYA (out-of-school) ²	2,244	1,529	935	656	547

¹Not included in employment total.

²Since July 1, 1942, NYA projects are officially designated as war training programs rather than work-relief projects.

3,163,000 so engaged compared favorably with the average for past periods of harvesting.

Farm wages without board averaged \$2.45 daily, as of July 1, 1942, as against \$1.98 a year earlier. They ranged from \$1.15 in South Carolina, \$1.25 in Georgia, and \$1.30 in Mississippi, to \$4.25 in Oregon, \$4.50 in California, and \$4.85 in Washington. On the Pacific coast such wages have advanced by more than 35% over the preceding year, while in the East the average increase was less than 20%.

Transportation and manufacturing were the only major industrial groups in which more people were at work in August than in July. Gains of 19,000 and 323,000, respectively, in these groups were partly offset by declines of 47,000 in construction and 6,000 in mining. Employment in public utilities was unchanged.

Employment in the trade and distribution group fell off by 41,000, the loss occurring primarily in retail trade. The total of 7.4 million for this group was the lowest August level of employment since 1939, and was almost half a million lower than a year ago.

Emergency employment by WPA, CCC, and NYA was again cut by over 100,000 in August and dropped to 547,000, or approximately a fourth of the number on relief work at the beginning of the defense program.

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Personnel Practices

Putting Over the 10% Drive

The Standard Oil Company of California set up its payroll deduction plan for the purchase of War Bonds shortly after Pearl Harbor. One fourth of the employees had responded when the company decided to set a new pace for itself. The new campaign began on May 30 when the company's president spoke over the radio to all employees in the marketing area covered by the company and its subsidiary. He called for 10% payroll savings by all employees.

Employees were divided into seven divisions, each headed by a "general" chosen from the rank-and-file employees. The divisions in turn were broken down into battalions and squads, and each squad leader was made a solicitor. War Savings bulletins were issued regularly to notify all employees of the drive's progress.

As an extra incentive the company donated \$15,000 to be distributed in War Savings stamps among the squads with 100% sign-up of employees, each saving 10% or more per month.

At the end of the campaign 99.6% of the employees solicited had pledged 10.7% of their salaries—a monthly group investment of \$349,500.¹

Fashion to Solve a Factory Problem

Anent objections of women factory workers to wearing slacks, the suggestion has frequently been made to have leading designers of women's fashions plan work outfits that are smart as well as practical. Were the slacks more attractive, women workers probably would fall into line gladly in regard to the wearing of uniforms.

The suggestion has taken effect and at a recent fashion show in New York City outfits for the factory worker were the focus of attention. The models included a red wool jersey helmet with visor and snood designed by Sally Victor. Lilly Daché had designed an air-conditioned turban to keep flowing locks out of cogs. A trim blue cotton uniform designed for the Sperry Gyroscope Company and a blue denim uniform with windbreaker jacket to match, designed for Montgomery Ward, were shown. Comfort, efficiency and speed were considered by the fashion experts in designing outfits for women in their new role.

Unemployment Benefits During Conversion

When the War Production Board ordered the production of clocks and watches to be terminated on July 31, 1942, the Westclox Division of General Time Instruments Corporation had not completed its conversion to war work, with the result that it was impossible to transfer all employees to war jobs immediately. To alle-

¹From the September issue of the company's bulletin to shareholders and employees.

viate in part the financial hardships caused by interruption in employment, the following unemployment benefits were given, beginning August 2 and terminating October 31, 1942.

All Westcloxers who, on August 1, 1942, had five or more years of service and were available for duty if called were given (1) 60% of their hourly daywork rate for forty hours, for each week fully unemployed and (2) 60% of their hourly daywork rate for all hours under forty unemployed, for each week partially employed.

The benefits cease if an employee receives work elsewhere during this period or if his services are terminated by the company. In case an employee's services are terminated during this period for lack of work, he receives at least one week's benefits after notice of termination.

The company reserves the right to change or discontinue these benefits prior to October 31, 1942, if unforeseen circumstances arise.¹

Liberalized Pension Benefits for Women

The B. F. Goodrich Company's pension plan of January 1, 1939, provided for a normal retirement age of sixty-five for men and sixty for women. This group annuity plan has now been changed so that women at age sixty are given the option of continuing their employment to age sixty-five, provided they are qualified to perform their regular work. Any women who remains in active employment after sixty may retire at any time prior to sixty-five, but will be retired automatically at sixty-five. If the woman employee elects to remain in employment after age sixty, arrangements will be made for her to continue her contributions under the pension plan.

This modification is being adopted by the company to liberalize the monthly benefits to women after retirement.

Keeping in Touch With Employees in the Armed Forces

The Chicago Title and Trust Company is publishing a magazine "Victory Topics" which is issued as "a friendly link between all of us here at the office and those of us serving in the armed forces." This magazine is filled with snapshots and letters from the men in service. In one issue the location of employees in service was shown on a map of the United States. Usually the last page of the magazine is devoted to news of the employees on the home front.

The Air Reduction Company has sent a well designed gift package to all employees of the organization in the

¹"Tick Talk," July, 1942.

armed forces with a note from the chairman of the company.

The American Rolling Mill Company notified all of its employees in service that it had received the Army-Navy "E" Award for excellence in war production. The letter ended with the pledge that the company would maintain its standards of excellence so that when the men came back victorious, they could "gaze upon a star-studded flag."

Supplementary Premium Pay Clause

The Associated Unions of America, an association of independent unions, has recommended the inclusion of a supplementary clause to be added to existing labor agreements for the purpose of clarifying and interpreting the President's order of September 9 (Executive Order No. 9240) relating to premium payments for overtime, Saturdays, Sundays and holidays. It is suggested that a clause such as the one shown below be incorporated by mutual agreement of the parties to last for the duration of the war.

"All time worked in excess of 8 hours in any one day and 40 hours in any workweek, and all time worked on the 6th consecutive day in any regularly scheduled workweek, and all time worked on any holiday shall be paid for at the time and one-half rate.

"All time worked on the 7th consecutive day in any regularly scheduled workweek shall be paid for at the double time rate."

Suggestion Award

A stockkeeper employed by the Illinois Central System was recently paid \$2,605 as a suggestion award for an idea that saved the company approximately \$26,000. The award was paid in two installments consisting of an initial award of \$1,000 in November, 1941, and an additional award of \$1,605 in August, 1942. On August 5, the winner of the award received a letter from the president of the railroad which read:

"It is with utmost pleasure that I forward draft of \$1,605 as additional and final payment for your sugges-

tion to use forgings instead of castings when repairing bolsters. I sincerely hope that it will encourage you to be on the lookout for an even better idea. Congratulations and best wishes."

Military Service Leaves for Women

Many women from industry are preparing to enlist for active duty as Army or Navy nurses or in the Women's Auxiliary of the Army and Navy. To provide for such an event, the Illinois Bell Telephone Company has issued a statement of company policy which grants to all women enlisting the same rights and benefits granted to men entering the armed services.

These include: (1) leave of absence for the duration, (2) accrued credited service during their leave of absence, (3) continued eligibility for benefits under the company's benefit plan, (4) military service allowance based on length of service with the company, and (5) allowances for dependents.

Union Labels

One of the most unusual clauses yet to be found in the constitution of a labor union is quoted below:

"Delegates to the biennial convention shall have at least four (4) union labels on their persons, when possible to obtain them, before being seated."

Stock Purchase Plan

The 1937 series of the Sun Oil Company's stock purchase plan matured recently. Under this distribution, the largest number of employees ever to participate in the final returns, 3,589, received 29,676 shares which represented the largest block of common stock in any of the series. The average for each participating employee was 8.26 shares. The total number of shares so distributed by the company amounted to 198,700 shares. For each share the employee purchased with his own money he received 1.07 shares additional as a result of the company's contributions and the accumulation of surplus during the five years' life of the plan.

Chronology of Events Affecting Labor Relations September 1 to September 30

September

- 2 *Strike Leader Defies War Effort*—In organizing a strike of truck drivers connected with coke manufacture, regional director of construction workers connected with United Mine Workers of America told strikers to stay away from their jobs to enforce their demands and that "in four days you will paralyze the whole coke situation."

WLB Takes Note of Industry Wage Levels—In the case of Lever Brothers Company, the WLB ruled against a wage increase. Although strict application of Board's wage

formula would permit increases of 6.8¢ an hour in one plant and 5¢ in another, wages already paid were relatively so high compared with the balance of the industry that further increase would create an even greater differential.

Strike Loss Still a Problem—War Labor Board reports that strikes in war industries during first seven months of this year caused a loss of 1,130,678 man days of work. This indicated that eight of every 10,000 workers were idle because of strikes in industries covered by the re-

Wage-Increase Announcements,¹ September 1 to September 30

Source: Daily Press and Various Periodicals

Company	Location	Amount of Increase	Number Affected	Remarks
Allegheny Ludlum Steel Corporation.....	Brackenridge & Leechburg, Pa., and Dunkirk, N. Y.	5½¢/hr.	8,500	Retroactive to February 8, 1942
Aluminum Company of America.....	Detroit, Mich.	6¢/hr.	3,000	To wage earners. Hiring rates increased 8¢/hr.
Bellevue Stratford Hotel.....	Philadelphia, Pa.	\$3/wk. (avg.)	425	
Bethlehem Steel Company.....	Staten Island, Brooklyn, N. Y.; Hoboken, N. J.; Boston, Mass.; Baltimore, Sparrows Point, Md.	7% (avg.)	78,000	New minimum rates: mechanics, \$1.20/hr.; unskilled labor, 80½¢/hr.
Consolidated Oil Corporation.....		5½¢/hr. 5%	.....	To hourly paid employees To monthly paid employees earning up to \$3,600/yr.
		\$15/mo.	.....	To salaried employees earning \$3,600 to \$7,500/yr.
Crucible Steel Company.....	4 Plants in Pennsylvania; 2 in New York; and 1 in Ohio	5½¢/hr. \$10/mo.	{	To hourly workers To all salaried employees earning up to \$400/mo. Retroactive to February 15, 1942
Fort Schuyler Knitting Company.....	Utica, N. Y.	7½¢/hr.	200	
Jesse French & Sons Division of H. & A. Selmer Company.....	New Castle, Ind.	7½¢/hr.	100	
General Motors Corporation.....	Detroit, Mich.	4¢/hr.	225,000	War Labor Board Decision
Granite City Steel Company.....	St. Louis, Mo.	5½¢/hr.	1,500	To production workers. Retroactive to February 15, 1942
Hotel Lexington.....	New York City	5%	500	To all employees except executives
Iroquois Gas Corporation.....	Buffalo, N. Y.	5¢/hr.	600	Retroactive to July 3, 1942
Julian & Kokenge Company.....	Columbus, O.	5%	1,000	To shoe workers. Retroactive to August 1, 1942
Latonia Refining Company.....	Covington, O.	5½¢/hr. \$10/mo.	{ 235	To hourly workers To salaried employees
W. J. McCahan Sugar Refining & Molasses Company.....	Philadelphia, Pa.	5¢/hr.	555	
Merrimac Hat Corporation.....	Amesbury, Mass.	7%	1,200	Retroactive to June 29, 1942
Philadelphia Gas Works Company.....	Philadelphia, Pa.	5¢/hr.	2,600	
Quaker Oats Company.....	Buffalo, N. Y.	10¢/hr.	.....	To all employees. Retroactive to July 1, 1942
Rochester Transit Corporation.....	Rochester, N. Y.	12¢/hr.	1,000	To bus drivers, subway motormen and conductors, shop mechanics, maintenance men and other workers
William Schollhorn Company.....	New Haven, Conn.	7¢/hr.	.....	To production workers. New minimum: 55¢/hr.
Tennessee Coal, Iron & Railroad Company....	Birmingham, Ala.	5½¢/hr.	18,000	Retroactive to February 15, 1942
Torrington Company.....	Waterbury, Conn.	6%	3,000	To all piece-work, hourly and weekly employees. Supplements two similar increases since May 1, 1941
Union Oil Company.....	Los Angeles, Calif.	40¢/day \$10/mo.	{ 1,500	To men on daily payroll To men on monthly payroll Retroactive to July 1, 1942
Montgomery Ward & Company.....	Chicago, Ill	5¢/hr.	6,800	War Labor Board Decision

¹Includes salary-increase announcements.

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port. In the 728 strikes reported, 295,734 workers ignored the pledge of labor and industry leaders not to suspend operation. Non-defense strikes were not included in the compilation.

- 3 **Judge Refuses to Fix Terms of Union Officers**—New York State Supreme Court Justice rules that courts cannot intervene in affairs of labor unions nor interpret their laws except in cases of grave necessity. In this case the Court was asked to fix tenure of union officers in the Hod Carriers and Common Laborers Union.

- 5 **Union Demands Wage Increase on Pain of Strike**—CIO aluminum workers' union serves notice on Aluminum Company of America to resume negotiations on wage increases denied by the War Labor Board before September 15 or strike would be called.

- 7 **First Labor Freezing**—War Manpower Commission declares twelve western states a "critical labor area" and men in the copper and other nonferrous metals and lumber industries may not switch to other jobs without a "certificate of separation" from the United States Employment Service.

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"How Collective Bargaining Works"

THE Twentieth Century Fund has recently published a report entitled "How Collective Bargaining Works." The tome of nearly 1,000 pages is as weighty as the subject with which it deals. Following its customary procedure, the Twentieth Century Fund placed a committee in charge of the investigation and a special research staff did the actual investigating. The chairman of the committee in charge was William H. Davis, who is also chairman of the National War Labor Board. The Research Director was Harry A. Millis, who is also chairman of the National Labor Relations Board. Thus, the two who supervised preparation of the report are the men who have been selected by the Administration for the two key posts in giving effect to its labor policy. The nature of this policy is indicated by a statement in the opening chapter of the book:¹

Then, (1933) for the first time in the nation's history, unionism and the right to bargain collectively came under strong government protection and encouragement.

Under these circumstances the reader is not led to expect an unduly critical attitude toward organized labor's objectives or methods.

The volume has one general chapter—"Organized Labor and the New Deal"—which gives a condensed and very readable and informative history of organized labor and a picture of its present status. The remainder of the report is devoted to analyses of collective bargaining experience in specific industries, including daily newspapers, book and job printing, building construction, bituminous and anthracite coal mining, railroads, men's clothing, hosiery, steel, automobiles, rubber products, glass, electrical products and the Chicago service trades.

The report has particular interest to the student of general labor conditions and trends because of its analysis of gains and losses in the membership of leading national and international unions and its estimate of total union membership in the United States. It alludes only in general terms to one of the most acute questions of the present time—how many or what proportion of workers are under union security contracts of the various types such as closed shop, union shop and maintenance of membership. The accompanying tabular statement, based on data contained in the report indicates how widespread union membership is estimated to be in representative industries.

The authors estimate that in 1941 the total membership in AFL, CIO and unaffiliated "outside" unions "approached 11 millions," and that an additional half million to a million "were in independent groups more closely connected with management than with the or-

ganized labor movement." It is not quite clear how the figure of 11 million is arrived at, since membership of AFL, CIO and independent unions shown in an appendix totals 9,413,000. Possibly allowance is made for increases in membership since the figures were announced.

ESTIMATE PERCENTAGE OF WORKERS IN VARIOUS INDUSTRIES COVERED BY AGREEMENTS WITH OUTSIDE UNIONS

90 or more

Clothing, men's
Glass, containers
Glass, flat
Longshoremen, salt water transportation
Mining, coal
Newspapers (daily), mechanical tasks
Railroads, steam

75 but less than 90

Aluminum
Automobile
Clothing, women's
Millinery

55 but less than 75

Building construction
Bus, inter-city
Electrical manufacturing
Glass—flint
Hosiery (full-fashioned)
Iron and steel
Meat packing
Printing and publishing—book, magazine and job
Rubber
Transportation, salt water, ship personnel
Transportation, urban (electric railway, trolley, bus, motor-bus)

45 but less than 55

Bookbinding
Flour milling and cereal manufacture
Lithographing
Quarrying
Shipbuilding, private

25 but less than 45

Aircraft
Boot and shoe
Cement
Die casting
Farm equipment
Machine tools
Metal mining and nonferrous smelting and fabrication (excluding aluminum)
Paper and pulp
Textiles

10 but less than 25

Building service
Cigar making
Furniture

¹Page 4.

Hotels and restaurants
 Leather (tanneries)
 Lumber
 Newspapers (daily), editorial and commercial employees
 Petroleum refining
 Trucking

Less than 10

Chemicals
 Gloves
 Mercantile establishments

Eleven million organized workers amount to about 27% of the total of 40 million wage and salaried workers that were estimated to be actually at work in 1941.

The authors recognize the difficulty in arriving at any reasonably accurate figure for total union membership in the United States. What constitutes union membership? Should the mere signing of a membership application card be regarded as membership, or should more convincing evidence of serious intent, such as actual payment of initiation fee and dues, be required? For years, the AFL has measured its membership on the basis of the paid-up per capita tax turned over to the Federation by its constituent unions on the basis of their membership. No such financial restriction has been adopted by the CIO. In consequence, there has been no basis for comparing the announced membership totals of the two labor federations, or of assuming that the two totals can be combined with the membership in the railroad Brotherhoods to form a grand total representing bona fide union membership in the United States.

The report urges reasons why the dues-paying requirement should not be regarded as an essential qualification in computing union membership. In newly organized industries, it points out, employees cannot be expected to have attained the union consciousness and discipline that make dues-paying a matter of course. Interest, and therefore financial support, wax and wane according to whether or not vital issues are under negotiation. Also, many of the newer unions are in industries with wide seasonal fluctuations, and continuous collection of dues is a greater problem than in more stable industries. It is contended, therefore, that

"employees who join, work with the union and support its policies without paying dues regularly cannot be ignored."

This seems reasonable. But again, where can the line be drawn? Employees who actively participate in union affairs may be regarded as members even if their interest is not sufficient to impel them to pay their dues. But how about those who, under the spell of organizing oratory, or under persuasion of one kind or another, sign a membership application card but show little if any further interest in union affairs except, perhaps, when a wage increase is under negotiation? Can such a tenuous connection with a labor union be regarded as membership in any sense that means anything? Unless there is a definite and understandable standard, such as payment of dues, membership figures can be inflated to a point where they are without significance.

The report finds that union security agreements are increasing, but that they still prevail chiefly in industries where labor organization and collective bargaining have long been accepted. The statement that the closed shop is illegal on railroads is interesting in the light of the recent demand for the closed shop by fifteen non-operating unions affiliated with the AFL.

The chapters on the development of collective bargaining in particular industries provide valuable histories of many of the outstanding instances of the growth of labor unions in membership and in power. This power has grown largely through the sympathetic, active and potent assistance of government agencies. Under war conditions some of these government agencies have been armed with almost dictatorial power in establishing working conditions and specifying the content of collective bargaining agreements. In fact, collective bargaining is fast yielding to government decree. If this condition continues through the war and into a postwar period of readjustment, just what function remains for organized labor to perform? Has it not already reached the point, paralleled earlier in several European countries, where government aid eventually becomes government control?

HAROLD F. BROWNE
Management Research Division

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employment Service. The plan sets up machinery of appeal to safeguard workers and employers and recourse to appeal is provided also for workers who apply for employment in designated industries and are rejected. Nearly 200,000 workers are affected.

- 9 *Ban on Women Welders Ended*—War Manpower Commission edict declares that women are needed to produce ships and will be put to work within 48 hours. Ruling was caused by refusal of AFL Boilermakers' Union to permit women welders to work on ship production.

Sunday and Holiday Double-Time Pay Outlawed—

By executive order the President ends payment of double-time for Sunday and holiday work as such. Double-time may still be paid for seventh consecutive day of work. Order is effective October 1. The order provides that no premium wage or extra compensation shall be paid on customary holidays, that time and one-half shall be paid for work performed on New Year's Day, Fourth of July, Labor Day, Thanksgiving, Christ-

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mas and either Memorial Day or any other such holiday of greater local importance.

- 11 *WPB Decrees 48-Hour Week*—WPB Chairman Nelson, in first order on working hours, requires 100,000 men employed in lumber industry in Pacific Northwest to go on 48-hour week to relieve a lumber shortage that is threatening to disrupt the war production program.

- 12 *Foremen Replace Strikers*—A strike of cranemen, loaders and hookers forces huge Carnegie-Illinois Steel Mill at Gary to close overnight. Production starts again when a crew of work supervisors and foremen take over jobs of striking employees. Strike was unauthorized and union urged new men to fill jobs of strikers.

Women Take Copper-Mine Jobs—For the first time, women take places beside men at copper mines in Arizona, filling jobs in concentrating plant and in the machine, pipe-fitting and repair shops.

- 13 *AFL Membership Grows*—AFL reports that its total dues-paying membership at the close of its fiscal year, August 31, was 5,482,581, representing a gain of almost a million over the previous year.

- 14 *Pay Rise For Short-line Rail Employees*—President's fact-finding body recommends to the President a wage increase of 10¢ an hour, retroactive to December 1, 1941, for about 10,000 employees of short-line railroads not affected by increase granted nearly a year ago to Class I railroad employees.

- 15 *75% of Wage Rates Now at Ceiling*—Chairman of War Labor Board tells Senate Committee on Banking and Currency that wages already have been stabilized for three-fourths of the employees in manufacturing industries and the pay levels at which they are working may be viewed as ceilings.

- 17 *"Little Steel" Formula Applied to All Steel Industry*—War Labor Board, in an attempt to end ineffectual collective bargaining between United Steel Workers and forty-one steel companies, adopts resolution calling upon the companies to show cause within ten days why the Board's decision in Carnegie-Illinois Steel Corporation case should not be complied with.

Ship Workers Strike for Ferry Service—Ship workers in Alabama Dry Dock and Shipbuilding Company go on strike at being charged a 5¢-ferry toll for service previously provided free. The city had purchased ferry boats of company and inaugurated the charge to cover expense of operation.

- 19 *WAAC Organization to Be Enlarged*—Commander of WAAC reports that organization will have 12,000 officers and auxiliaries in service by end of this year and 25,000 by April 1.

Supervisors Certified for Collective Bargaining—National Labor Relations Board, by 2 to 1 vote, and against objections of Commonwealth of Pennsylvania and many coal operators, certifies Mine Officials' Union of America as exclusive bargaining agency for fifty-six assistant

foremen, fire bosses, weigh bosses and coal inspectors at three mines of Union Collieries Coal Company.

- 21 *CIO-AFL Unity Talks Postponed*—Committees of AFL and CIO appointed to carry on peace negotiations postpone scheduled meeting because of prior engagements.

- 22 *Union Head Scores Work Stoppages*—John Green, President of Industrial Union of Marine and Shipbuilding Workers (CIO), tells delegates to annual convention that neither the nation nor its workers can afford now to engage in "the luxury of pre-war unionism as usual."

- 24 *Petrillo Inquiry Voted*—The Senate approves unanimously proposal of Interstate Commerce Committee to conduct a full investigation of the order of James C. Petrillo, President of the American Federation of Musicians, forbidding union members to make recorded music under certain conditions.

- 25 *Rail Unions Ask Closed Shop*—Fifteen American Federation of Labor unions covering a million non-operating employees of nation's major railroads demand closed shop and wage increases of 20¢ an hour. This is first effort of rail unions to obtain the closed shop clause.

Unions Consider Postwar Jobs—Alan Haywood, CIO National Organizing Director, warns that labor must see to it that no wide-spread unemployment follows the war. He declares that if 8-hour day will not solve the problem through spread of employment "then we'll have to have the 6-hour day or the 4-hour day."

Exemptions from Overtime Ban Announced—Secretary of Labor announces that 1½ million building trades workers and 100,000 ship repair workers will be exempted from President's order outlawing time and one-half for overtime when work falls on Saturday and Sunday within the 40-hour week. The Secretary had arranged for President to issue an executive order amending his order of September 9 to permit her to make certain exceptions.

- 26 *CIO and Brotherhoods Seek Representation*—CIO and "Big Four" railroad brotherhoods seek to prevent being excluded from the Anglo-American Labor Committee, which is still exclusively composed of the British Trade Union Congress and the American Federation of Labor. Feeling is that the Committee, seeking a rapprochement among the labor forces of the United Nations for the purpose of advancing the war effort, should more truly represent American labor.

- 30 *Damages Plus Back Pay May Be Sought*—United States District Court Judge Conger rules that employees who receive restitution as a result of Wage and Hour actions brought by the government are also entitled to sue their employers for damages equal to the amount of the restitution. The decision states: "Acceptance by the employee of this wage restitution made by the employer, even though made at the instance or suggestion of the Wage and Hour Division, does not bar recovery of the additional amount as liquidated damages. If a worker is employed in excess of the specified hours without receiving the prescribed payment, he is entitled to twice the amount of the underpayment."